

2000 - 2001

OCCUPATIONAL OUTLOOK

S A N T A B A R B A R A C O U N T Y

A Product of

California Cooperative Occupational Information System

Sponsored by:

Workforce Resource Center
Workforce Investment Board
<http://www.workforceresource.com>

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The Workforce Resource Center of Santa Barbara County would like to express sincere appreciation to the following groups for their valued contributions to the 2000-2001 Occupational Outlook Report:

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The labor market information presented in this Occupational Outlook was collected and analyzed through the cooperative efforts of the California State Employment Development Department's (EDD) Labor Market Information Division (LMID) and the Job Training Network (JTN) in Alliance with the Private Industry Council (PIC) of Santa Barbara County as part of the California Cooperative Occupational Information System (CCOIS) program. For more information on these agencies please refer to the URL's listed on the cover page.

CCOIS began as a pilot program in 1987 and as of 1996 encompasses all 58 Counties in the state. The Occupational Outlook report produced under CCOIS offer the only source of local, up-to-date occupational information. Information in the Occupational Summaries portion of this report, unless otherwise noted, applies specifically to Santa Barbara County. The data collected in this report was collected from June to November of 2000. Local users of occupational information selected the occupations presented for study. These users include program administrators, vocational planners and counselors, employers, and others.

Occupations are grouped into seven categories and found alphabetically by Occupational Employment Statistics (OES) titles or Dictionary of Occupational Titles (DOT). The titles and definitions are based on the OES dictionary published by the Bureau of Labor Statistics, May 1992, and the DOT, published by the U.S. Department of Labor, Employment and Training Administration, Forth Edition, Revised in 1991. The occupations were selected for survey based on the needs of local users of occupational information.

The goal in gathering labor market information (LMI) is to match the labor needs of employers with the skills of job seekers and to provide occupational information to firms that want current classification of wage scales and employment trends for economic development purposes. The LMI program helps to accomplish these tasks by providing specific, localized and current information that can be used by local users, including employers, trainers, educators, economic development organizations, and job seekers, to make better training and labor market decisions. Some possible uses are listed below:

Career Decisions: Career counselors and job seekers can use this data to assist them in making informed occupational choices based on skills, abilities interests, education and personal needs. The localized information is easy to read and includes employer requirements and preferences, wages, labor demand, and sources of employment and training.

Economic Development: Local government agencies and economic development organizations will find information on labor market, such as occupational size, expected growth rates, and wages, useful in determining the potential for business growth and development in Santa Barbara County.

Program Planning: This report provides local planners and administrators with employment, training, and placement data, as well as occupational size, wages, and projected growth rates. Program planners can use this data to evaluate, improve and eliminate programs, or to plan new programs.

Curriculum Design: Training providers can assess and update their curriculum based on current employer needs and projected trends, as indicated in this report.

Program Marketing: Training providers can effectively market their programs by informing students, employers, and others that the chances for job placement are greater because their training

programs are developed using reliable local occupational data.

Human Resource Management: Small business owners and large corporate human resource directors alike can use this report to help determine competitive wages and benefits, improve their recruitment methods, and assess the availability of qualified workers for business relocation or expansion purposes.

State and Federal Legislative Mandates: The continuing nature of the program enables Santa Barbara County to acquire recent, detailed and accurate data on a number of occupations particularly germane to local needs. The coordination of the program at the State level facilitates the integration of this data for statewide use. In addition, the information provided by the LMI program meets requirements of federal and state legislation, including:

The Workforce Investment Act of 1998 (WIA)
The Welfare to Work Act of 1997 (CalWorks)
Wagner-Peyser Act
Greater Avenues for Independence (GAIN)
Carl D. Perkins Vocational and Applied Technology Education Act
California's Family Economic Security Act (FESA)
Family Support Act
California Education Code (ROC/P and Community Colleges)



TYPES OF INFORMATION

Types of Occupational Information Provided

The occupational assessments which follow contain a variety of useful information. Below is a discussion of key terms used in the assessments. The guidelines used for interpreting results are standard for all Service Delivery Areas participating in the CCOIS program, lending consistency to area comparisons.

References to terms such as “almost all”, “most”, “many”, “some”, and “few” are based on the following criteria.

All Employers

100% of the survey respondents

Almost All Employers

80% up to, but not including 100% of the survey respondents

Most Employers

60% up to, but not including 80% of the survey respondents

Many Employers

40% up to, but not including 60% of the survey respondents

Some Employers

20% up to, but not including 40% of the survey respondents

Few Employers

Less than 20% of the survey respondents

Occupational Employment Statistics (OES):

The Occupational Profiles are grouped into the seven occupational categories of Managerial and Administrative Occupations, Professional, Paraprofessional, and technical Occupations, Sales and Related Occupations Clerical and Administrative Occupations, Service Occupations, Agricultural, Forestry, Fishing and Related Occupations. Within each category the Occupational Profiles are ordered alphabetically by their Occupational Employment Statistics (OES) titles. The titles, definitions and coding are based on the California OES Dictionary published by the Bureau of Labor Statistics, May 1992. The occupations were selected for survey based on the needs of local users of occupational information.

Non-OES Occupations:

These occupations are listed by their Non-OES titles, following the OES titles. These titles and definitions are approved by Labor Market Information Division (LMID) for this survey. After being researched and developed by local staff, LMID analysts assign an altered code.

Non-OES surveyed occupations also differ from OES occupations in that neither national or state survey information (staffing patterns) are available to estimate the distribution of the occupation by industry. Further, LMID occupational forecasts are not prepared for these

Frequently smaller sized Non-OES occupations. Consequently the same stringent sample selection procedures and survey response goals cannot be as readily defined as with the broader OES occupation titles. These differences between OES and Non-OES defined occupations require that they be reported separately.

OCCUPATIONAL DEMAND AND PROJECTIONS

The Employment Development Department (EDD) Labor Market Information Division (LMID), 1998 Updates Projections and Planning Information for Santa Barbara County, Occupational Employment Projections Table 6 exhibits information relevant to size, projected openings, and employment trends for an OES occupation. The projections are for the period 1997-2004. In some cases, the projections may be based on a different OES code due to a variety of reasons. Such instances are noted on each occupational profile.

The occupational demand and projection information previously discussed is not available for the Non-OES occupations in this report.

Size

Occupational Size is the term used to describe the size of a particular occupation as it refers to its estimated number of workers in the occupation. Figures are based on the above referenced Projections and Planning Information report using the base year (1997) figures.

The following terms are used to characterize occupational size:

For occupations surveyed in 1999:

Small: .15 of total employment, less than 500 employed

Medium: .16-.30 of total employment, between 500 and 999 employed

Large: .31-.65 of total employment, between 1000 and 2000 employed

Very Large: .66 or more of total employment, over 2000 employed

For occupations surveyed in 1998 and 2000:

Small: .15 of total employment, 227 or less employed

Medium: .16-.30 of total employment, between 228 and 453 employed

Large: .31-.65 of total employment, between 454 and 982 employed

Very Large: .66 or more of total employment, over 983 employed

OCCUPATIONAL DEMAND AND PROJECTIONS (cont.)

Where the Jobs Are

This chart of "where the jobs are" shows the industries employing each occupation. This information was compiled from the Employment Development Department (EDD) Labor Market Information Division (LMID), Santa Barbara County Occupational Forecast Table IV for Occupations with employment of 50 or more for industries in which the occupation comprises a significant share of employment (Confidential Data). This table includes employment by Standard Industrial Code (SIC) to determine principal employing industries for each occupation.

Employment Trend:

Occupational Trend Rate is an overview of decline, stability or growth of job opportunities in relation to overall employment opportunities for the County. The following terms are applied to the occupational growth rates of this county.

Much faster than average = 1.50 times the average or more

Faster than average = 1.10 to but not including 1.50 times average

Average = .90 to but not including 1.10 times average

Slower than average = less than .90 times average

No significant change, or remain stable

Slow decline

Supply and Demand

As reported by employers, the Supply and Demand refers to the relative difficulty the employers surveyed experience in hiring both inexperienced and experienced workers who meet their hiring standards. The information reported is calculated using a weighted average. From the job seekers perspective it also refers to the relative level of opportunity (competitiveness) for the applicant who is or would like to become part of this job market.

The following terms are used to define supply and demand in 1999 and 2000:

Very Difficult

Employer demand is considerably greater than supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. This means that qualified applicants encounter no competition in their job search.

Moderately Difficult

Employer demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times and applicants may find little competition in their job search.

Not Difficult

Supply of qualified applicants is considerably greater than demand, creating a very competitive job market for applicants.

In 1998 the term Moderately Difficult was Somewhat Difficult, however the definition remains the same.

The source of filled vacancies for the past 12 months is reported for each occupation to indicate how many openings were due to turnover, new or temporary positions, or promotions.

TYPES OF INFORMATION

WAGES AND BENEFITS

Wages

The wage data enable comparison of salary ranges across occupations. Wages are reported in rates per hour. The data are not intended to represent official prevailing wages. The ranges reported are based primarily on the employer surveys and contracts with unions. A few employers may also include other compensation such as bonuses and tips.

Occupations surveyed in 1998, extreme wage responses are verified and included in the wage range reported. For occupations surveyed in 1999 and 2000, extreme answers are excluded.

Wage data for program year 2000 were collected from July to October, 2000. In 1999 data wages were collected from June to November, 1999. For program year 1998, wages were collected from May to October, 1998. Results, including the range of high and low wages and the median are reported for three occupational levels are defined as follows:

Entry level/No Experience:

Wages paid to persons trained but without paid experience in the occupation.

Experience/New to Firm:

Wages paid to journey-level or experienced persons just starting at the firm.

3+ Yrs. Experience with Firm:

Wages generally paid to persons with three years' journey-level experience at the firm.

Due to the diversity of Santa Barbara County, wages are reported separately for North and South County. If less than 3 employers responded from a specific region, wage information is not reported although significant differences may be noted if possible. For the purposes of this study, all employers north of Gaviota will comprise North County and all employers south of and including Gaviota will comprise South County. Union wage data is not tabulated separately if the number of union employees is less than 20% of the total surveyed employers. However, any significant differences are noted in the narrative below the wage table. When union employment represents 20% or more of the employers surveyed, separate wage ranges and medians are listed.

Although wages are shown to the nearest cent for ease of comparison, the reader should not interpret this as an indication of precision.

For the purposes of this study, full-time hours will be defined as ranging from 35-40 hours weekly. Any

Exceptions to this will be noted in the narrative below the Wages and Benefits section. The percentage of part-time, temporary or on-call status will also be noted but the specific number of hours worked will not be reported (these will be less than 35 hours weekly).

Benefits

The benefits offered and paid by local employers, by the employee or share of cost (in terms of percentage of frequency) are presented. These ratios and figures are tabulated by the overall number of employers responding to the benefits questions from the survey as opposed to the total number of employers sampled. It is important to keep in mind that some employers may require a waiting or probationary period before some or all benefits go into effect.

Male/Female Percentage

This data illustrates the percentage of male/female employees for the positions reported who participated in this study.

If females comprise less than 25% of the positions in an occupation, the occupation is considered a non-traditional job for women.

If males comprise less than 25% of the positions in an occupation, the occupation is considered a non-traditional job for men.

Promotional Opportunities

The promotional opportunities for employees for each occupation surveyed are listed as reported by employers.

Recruitment Methods

Employers identified the recruitment methods that are primarily used by their firm. The percentage for each method of recruitment is indicated for each occupation.

Training, Experience, and Other Requirements

This section presents results on educational levels and training, experience, and skills that the responding employers prefer in the employees they hire. This section may be used to assist career and job counselors in evaluating the amount of time required for entry level education, training and experience.

While minimum educational requirements have been shown as employers expressed them, these educational requirements are not always essential for the performance of job duties. Because the lack of education will create a barrier with some employers, employers' educational statements have been included in this report.

Skills

Employers indicated what new skills will be needed to perform the functions of each occupation over the next three years in survey year 1998. For survey year 1999, employers indicated new skills needed over the next two years from the survey date. In 2000, six basic skills were ranked from “most important” to “least important”. For 1998 and 1999, five technical skills, physical abilities or other qualifications for each occupation were also ranked from “most important” to “least important”. This information was developed locally (see Appendix A, Section V).

The job qualifications and work skills information in this section should be interpreted with care. In many cases the skills listed represent relatively general “skill areas,” e.g., the “ability to communicate effectively.” In such cases the specific skills or skill clusters are not specified, and results should be interpreted by representing the areas of competence employers perceive to be important rather than more detailed “job specific competencies for job entry.” However, the user interested in identifying the specific skill and qualification needed for job entry should find these results useful in narrowing the focus of further inquiry.

Computer Skills

Employers reported on the use of computers by individuals employed in each occupation. Software skills sought by employers are graphed by the following types: Spreadsheet, Word Processing, Database, Desktop Publishing and Other Programs. The percentages are calculated using the number of employers responding to the software skills question in the survey rather than the total number of employers sampled. The types of computers used is based on the total number of employers surveyed.

The specific software information reported is a result of asking employers what software programs were being utilized by employees in the occupation being surveyed. For occupations surveyed in 1999, 20 software applications, 7 operating systems and 12 programming languages were provided with an option to add other programs or none. For occupations surveyed in 1998, 19 software programs, 8 computer related systems and 8 programming languages were offered with an option to list other programs or none. The top choices are reported as

Most common software utilized. Other programs reported may have been listed by only one employer. This information was developed locally (see Appendix A, Section V).

Additional computer software information was not collected in 2000.

Related Occupations

For each occupation in 1998 and 1999, a list of related occupations is shown. This list was compiled using the Dictionary of Occupational Titles (DOT). The Dictionary of Occupational Titles (DOT) uses a more detailed classification system than does the OES system. There are over 12,000 DOT job titles and more than 750 equivalent OES defined job titles. Consequently, often several DOT codes are contained within a single OES job title. This information is not provided for occupations surveyed in 2000.



**NEXT
OCCUPATIONAL
PROFILES**



MANAGERIAL AND ADMINISTRATIVE OCCUPATIONS

Administrative Services Managers
Construction Managers
Financial Managers
General Manager, Top Executives
Industrial Production Managers
Nursery and Greenhouse Managers
Purchasing Managers
Storage and Distribution Managers

12 ADMINISTRATIVE SERVICES MANAGER



OES Code: 130140

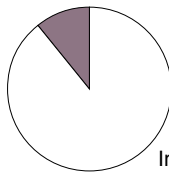
Administrative Services Managers plan, organize, direct, control, or coordinate the supportive services department of businesses, agencies, and organizations. Typical Administrative Services Managers are Program Managers and Contract Administrators. Please do not include Procurement Managers or Managers who spend less than 80% of their time in administrative services.

EMPLOYMENT TRENDS

Size: 390 - medium

Where The Jobs Are:

Fire, Marine, & Casualty
Insurance 9.80



Insurance Agents, Brokers,
& Services 82.40

Projected Openings: 90
New: 30
Due to Separations: 60

Recruitment Methods:

In-House Promotion or Transfer	81%
Employee Referrals	75%
Newspaper Ads	88%
Private Employment Agencies	25%
Employment Development Department	25%
Public school or program referrals	31%
Private school referrals	25%
Union Hall referrals	0%
Hire unsolicited applicants	31%
Other	19%

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next three years.

EDD Projections: The new job trend rate for Administrative Services Managers is 7.7%, which is growing slower than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers reported having little difficulty finding inexperienced applicants and some difficulty finding experienced applicants. This indicates that job seekers may experience little to some competition.

During the last 12 months, many of the vacancies filled were created by new positions or turnover, and a few resulted from promotions.

Male/Female Percentage: Employers reported that 76% of the positions were filled by females.

Promotional Opportunities: Most employers reported that Administrative Service Managers may be promoted to:

- Managers
- Supervisors
- Program Directors
- Vice Presidents

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTA BARBARA COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.25 - 37.38	\$10.75
Experience/New to Firm	\$ 7.00 - 37.38	\$12.47
3+ Yrs. Experience with Firm	\$ 9.00 - 41.39	\$14.67
NORTH COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 8.06 - 37.38	\$13.23
Experience/New to Firm	\$ 8.63 - 37.38	\$14.38
3+ Yrs. Experience with Firm	\$ 9.21 - 41.39	\$15.34
SOUTH COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.25 - 11.51	\$9.00
Experience/New to Firm	\$ 7.00 - 18.00	\$11.24
3+ Yrs. Experience with Firm	\$ 9.00 - 19.18	\$13.93

Wage Notes: All wages reported were non-union. Government agencies and elementary and secondary schools pay at the top of the wage ranges for North County.

Employer Profile: 16 employers supplied the data for this occupation, 7 from North County and 9 from South County, representing a total of 74 positions. Of the positions reported, 96% were full-time and 4% were part-time. A few employers reported full-time hours exceed 40 per week and may be as high as 50.

Benefits:

	F/T	P/T	F/T	P/T	F/T	P/T
Medical	100%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	88%	0%				
Vision	69%	0%				
Life	88%	0%				
Other		0%				

		P/T		P/T		P/T
Sick Leave		6%				
Vacation		6%				
Retirement		0%				
Child Care		0%				

Other Benefits: Other employer-specified benefits include 401(K) plans, Section 125 plans, long-term disability, and employee assistance programs.

EMPLOYER REQUIREMENTS

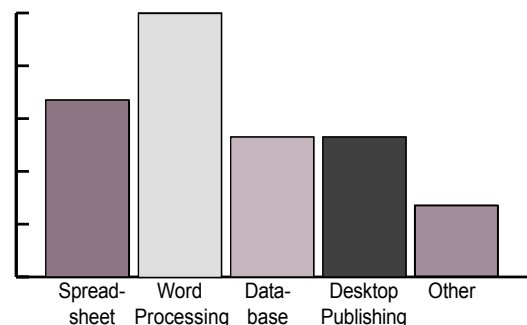
Education: Employers report that all recent hires have completed high school or the equivalent, some have a bachelor degree and a few have completed graduate study.

Experience/Training: All responding employers require 12-60 months of work-related experience, primarily in business or administrative management, but most will substitute training for experience.

Most Important Skills:

Advanced computer knowledge
Knowledge of current laws/regulations
Communicate effectively with the public
Plan and organize the work of others
Manage multiple projects
Solve problems

Computer Skills: All employers report that Administrative Services Managers do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Business Admin. & Mgmt.

Antioch University, Santa Barbara

Programs: Business Admin. & Mgmt.

Center for Employment Training, Santa Maria

Programs: Administrative & Secretarial Services
General Office/Clerical

Chapman University Academic Center, VAFB

Programs: Business Admin. & Mgmt.

Lompoc Unified Adult School, Lompoc

Programs: Administrative Assistant

Santa Barbara Business College

Programs: Administrative & Secretarial Services
Business Admin. & Mgmt.

Santa Barbara City College, Santa Barbara

Programs: Administrative & Secretarial Services
Business Admin. & Mgmt.

Santa Barbara Regional Occupational Program

Programs: Administrative & Secretarial Services

University of California Extension, Santa Barbara

Programs: Administrative & Secretarial Services
Management Science

University of La Verne

Programs: Business Mgmt. & Admin.

University of Santa Barbara

Programs: Business Admin. & Mgmt.

Westmont College, Santa Barbara

Programs: Business Admin. & Mgmt.

14 CONSTRUCTION MANAGERS



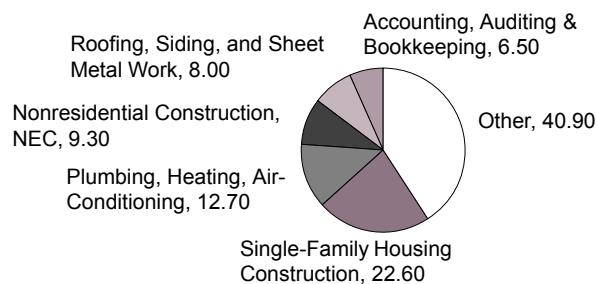
OES Code: 150170

Construction Managers plan, organize, direct, control, or coordinate, usually through subordinate supervisory personnel, activities concerned with the construction and maintenance of structures, facilities, and systems, including specialized construction fields, such as carpentry or plumbing. Please do not include general managers of large construction contracting firms.

EMPLOYMENT TRENDS

Size: 240 - 320 medium

Where The Jobs Are:



Projected Openings: 120
 New: 80
 Due to Separations: 40

Recruitment Methods:

In-House Promotion or Transfer	50%
Employee Referrals	72%
Newspaper Ads	33%
Private Employment Agencies	0%
Employment Development Department	6%
School, program referrals	0%
Union Hall referrals	22%
Walk-in Applicants	11%
Trade Journals	11%
Internet	11%
Colleges/Universities	11%
Other	28%

Projections:

Employer Findings: Many employers in this study project employment for this occupation to grow over the next two years.

EDD Projections: The new job trend rate for Construction Managers is 33.3%, which is growing much faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

During the last 12 months, most of the vacancies filled were created by new positions and a few resulted from turnover or promotions.

Male/Female Percentage: Employers reported that 96% of the positions were filled by males.

Promotional Opportunities: Some employers reported that Construction Managers may be promoted to:

- Facilities Managers
- Supervising Partners
- Operations Managers
- VP Superintendents

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY-Non-Union	RANGE	MEDIAN
Entry Level/No Experience	\$ 9.50 - 15.00	\$13.81
Experience/New to Firm	\$13.50 - 25.00	\$20.00
3+ Yrs. Experience with Firm	\$18.00 - 31.16	\$25.00

SANTABARBARACOUNTY-Union	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 9.59 - 27.95	\$19.18
3+ Yrs. Experience with Firm	\$17.26 - 43.00	\$27.95

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$10.00 - 23.97	\$19.59
3+ Yrs. Experience with Firm	\$19.18 - 31.16	\$22.50

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 9.59 - 27.95	\$20.00
3+ Yrs. Experience with Firm	\$17.26 - 28.77	\$25.00

Wage Notes: Union wages were reported by 25% of the employers. Union employers generally pay at the top end of all wage ranges.

Employer Profile: 20 employers supplied the data for this occupation, 6 from North County and 14 from South County, representing a total of 85 positions. Of the positions reported, 99% were full-time and 1% were temporary or on-call. A few employers reported full-time hours exceed 40 per week and may be as high as 50.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	55%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	35%	0%				
Vision	15%	0%				
Life	25%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	55%	0%				
Vacation	65%	0%				
Retirement	30%	0%				
Child Care	5%	0%				

Other Benefits: No other benefits were mentioned.

EMPLOYER REQUIREMENTS

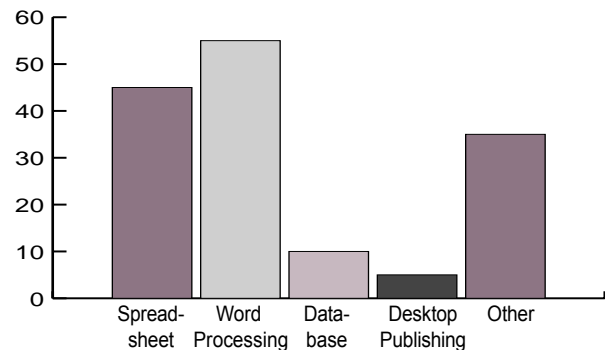
Education: Almost all employers require a high school diploma or the equivalent and a few require a bachelor degree.

Experience/Training: Almost all responding employers require 6-48 months of work-related experience, primarily in any construction, but some will substitute training for experience.

Most Important Skills:

- Supervisory Skills
- Work under pressure
- Plan and organize others work
- Identify and solve problems
- Inspect and approve work
- Ensure compliance with job specifications

Computer Skills: Many employers report that Construction Managers do use computers.



TRAINING PROVIDERS

Antioch University, Santa Barbara
Programs: Business Administration and Management

Chapman University Academic Center, VAFB
Programs: Business Administration and Management

University of California Extension, Santa Barbara
Programs: Business Administration and Management
Management Science

University of LaVerne, VAFB
Programs: Business Administration and Management

University of California, Santa Barbara
Programs: Business Administration and Management

16 FINANCIAL MANAGERS



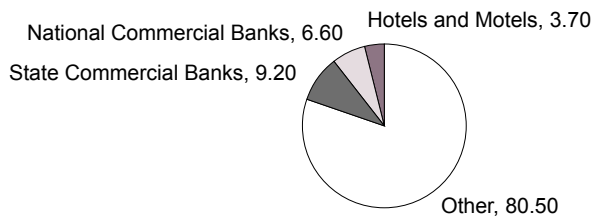
OES Code: 130020

Financial Managers plan, organize, direct, control, or coordinate the financial activities of an organization. Please include managers in banks or similar financial institutions who advise on credit and investment policy or negotiate general policy with financial or other institutions.

EMPLOYMENT TRENDS

Size: 1,200 - 1,370 very large

Where The Jobs Are:



Projected Openings: 330
 New: 170
 Due to Separations: 160

Recruitment Methods:

In-House Promotion or Transfer	56%
Employee Referrals	48%
Newspaper Ads	76%
Private Employment Agencies	32%
Employment Development Department	8%
School, program referrals	8%
Union Hall referrals	0%
Walk-in Applicants	16%
Trade Journals	16%
Internet	20%
Colleges/Universities	24%
Other	4%

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Financial Managers is 14.2%, which is growing faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Supply of qualified applicants is somewhat greater than demand. Applicants may encounter little competition in their job search.

During the last 12 months, many of the vacancies filled were created by turnover, some were temporary positions and a few were from new positions or resulted from promotions.

Male/Female Percentage: Employers reported that 53% of the positions were filled by females.

Promotional Opportunities: Most employers reported that Financial Managers may be promoted to:

- Chief Executive Officers
- Senior Managers
- Vice-Presidents
- Partners

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 21.58	\$12.08
Experience/New to Firm	\$ 6.00 - 38.36	\$18.52
3+ Yrs. Experience with Firm	\$ 6.00 - 45.55	\$23.01

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 6.00 - 31.16	\$18.52
3+ Yrs. Experience with Firm	\$ 6.00 - 36.43	\$23.01

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$10.00 - 38.36	\$20.51
3+ Yrs. Experience with Firm	\$14.75 - 45.55	\$21.31

Wage Notes: All wages reported were non-union.

Employer Profile: 27 employers supplied the data for this occupation, 11 from North County and 16 from South County, representing a total of 96 positions. Of the positions reported, 97% were full-time and 3% were part-time.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	56%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	33%	0%				
Vision	19%	0%				
Life	44%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	93%	0%				
Vacation	96%	0%				
Retirement	0%	0%				
Child Care	7%	0%				

Other Benefits: Other employer-specified benefits include tuition reimbursement, accidental death and dismemberment insurance and a cafeteria plan.

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a bachelor degree and a few require either a high school diploma or an associate degree.

Experience/Training: Most responding employers require 12-60 months of work-related experience, primarily in accounting, but most will substitute training for experience.

Most Important Skills:

Bilingual

QuickBooks

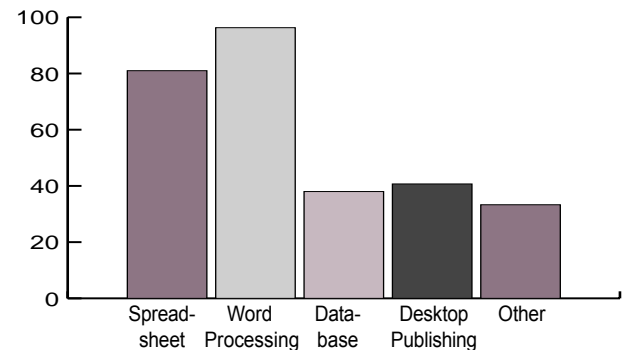
Work independently

Keep accurate records

Produce detailed financial reports

Select appropriate techniques to minimize loss

Computer Skills: Almost all employers report that Financial Managers do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Accounting Technician

Center For Employment Training, Santa Maria
Programs: Finance, General

18 GENERAL MANAGERS, AND TOP EXECUTIVES



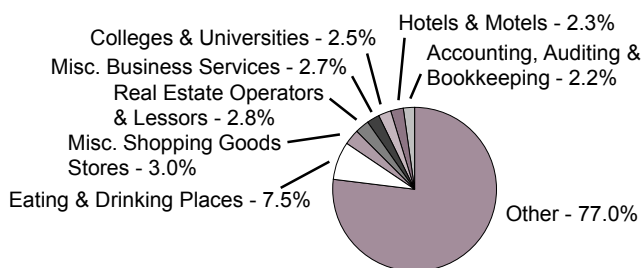
OES Code: 190050

General Managers and Top Executives include both top and mid-level managers whose duties and responsibilities are too diverse and general in nature to be classified in any functional or line area of management and administration. These managers generally work through departmental or subordinate executives. Please do not include managers of smaller establishments who typically engage in the same activities as the workers they supervise.

EMPLOYMENT TRENDS

Size: 4,030 - 4,360 very large

Where The Jobs Are:



Projections:

Employer Findings: All employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for General Managers, Top Executives is 8.2%, which is growing slower than the average growth rate of 9.3% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced applicants and very difficult to find inexperienced applicants. Employer demand is somewhat to considerably greater than supply. Applicants may encounter little or no competition in their job search.

Projected Openings: 940
New: 330
Due to Separations: 610

Recruitment Methods:
In-House Promotion or Transfer 67%
Employee Referrals 47%
Private Employment Agencies 47%

During the last 12 months, most of the vacancies filled were created by turnover, few were new positions, or resulted from promotions.

Male/Female Percentage: Employers reported that 79% of the positions were filled by males.

Promotional Opportunities: Some employers reported that General Managers, Top Executives, may be promoted to:

- Vice President
- Assistant to Director
- Operations Manager

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages
Schools & Colleges

Discourages
Housing Regulations
Local Government regulations
Sites for locations and expansion

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 9.59 - 9.59	\$ 9.59
Experience/New to Firm	\$ 9.09 - 47.95	\$27.57
3+ Yrs. Experience with Firm	\$14.38 - 57.53	\$35.96
NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 9.09 - 47.95	\$18.15
3+ Yrs. Experience with Firm	\$14.38 - 57.53	\$21.50
SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$14.38 - 47.95	\$30.28
3+ Yrs. Experience with Firm	\$20.78 - 57.53	\$40.27

Wage Notes: All wages reported were non-union.

Employer Profile: 16 employers supplied the data for this occupation, 6 from North County and 10 from South County, representing a total of 43 positions. Of the positions reported, 100% were full-time. Some employers reported that hours exceed 40 per week and may be as high as 70.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	38%	0%	63%	0%	0%	0%
Dental	50%	0%	31%	0%	0%	0%
Vision	50%	0%	25%	0%	0%	0%
Life	63%	0%	13%	0%	13%	0%
Other	0%	0%	0%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	94%	0%	0%	0%	0%	0%
Vacation	94%	0%	0%	0%	0%	0%
Retirement	56%	0%	19%	0%	13%	0%
Child Care	0%	0%	0%	0%	13%	0%

Other Benefits: No other benefits were reported.

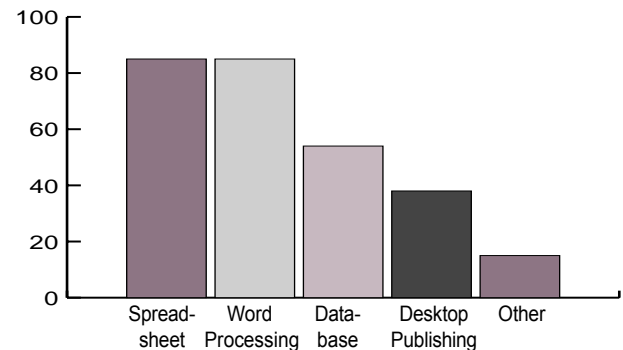
EMPLOYER REQUIREMENTS

Education: Most employers require a Bachelors Degree.

Experience/Training: Almost all responding employers require an average of 54 months of work-related experience, primarily in management, but some will substitute training for experience.

Most Important to Least Important Skills:
 Apply interpersonal communication techniques
 Comprehend, apply, and communicate technical information
 Prepare reports
 Speak in public
 Apply Business Management concepts
 Apply cultural knowledge in managing workers

Computer Skills: Almost all employers report that General Managers do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria
 Programs: Business Admin. & Mgt, General
Antioch University
 Programs: Business Admin. & Mgt, General
Santa Barbara Business College
 Programs: Business Admin. & Mgt, General
Santa Barbara City College, Santa Barbara
 Programs: Business Admin. & Mgt, General
Santa Barbara County Regional Occupational Program (ROP), Santa Barbara
 Programs: Business Admin. & Mgt, General

University of California Extension, Santa Barbara
 Programs: Business Admin. & Mgt, General
University of La Verne, Vandenberg A.F.B.
 Programs: Business Admin. & Mgt, General
University of Santa Barbara, Santa Barbara
 Programs: Business Admin. & Mgt, General
Westmont College, Santa Barbara
 Programs: Business Admin. & Mgt, General

20 INDUSTRIAL PRODUCTION MANAGERS



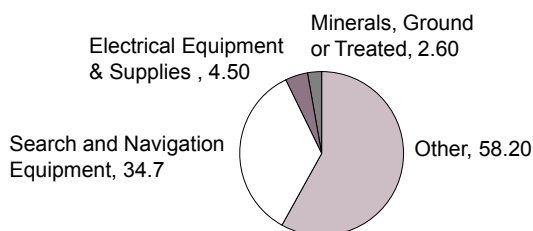
OES Code: 150140

Industrial Production Managers plan, organize, direct, control, or coordinate the operational (line) activities and resources necessary for manufacturing products in accordance with cost, quality, and quantity specifications.

EMPLOYMENT TRENDS

Size: 320 - 350 medium

Where The Jobs Are:



Projected Openings: 80
 New: 30
 Due to Separations: 50

Recruitment Methods:

In-House Promotion or Transfer	72%
Employee Referrals	56%
Newspaper Ads	61%
Private Employment Agencies	17%
Employment Development Department	6%
School, program referrals	6%
Union Hall referrals	0%
Walk-in Applicants	11%
Trade Journals	6%
Internet	22%
Colleges/Universities	17%
Other	6%

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Industrial Production Managers is 9.4%, which is growing at an average rate as compared to the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

During the last 12 months, many of the vacancies filled were created by promotions or new positions, and some resulted from turnover.

Male/Female Percentage: Employers reported that 71% of the positions were filled by males.

Promotional Opportunities: Most employers reported that Industrial Production Managers may be promoted to:

- Plant Managers
- V.P. of Operations
- Quality Directors
- Manufacturing Managers

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$10.00 - 15.34	\$12.67
Experience/New to Firm	\$10.00 - 31.96	\$19.18
3+ Yrs. Experience with Firm	\$12.00 - 34.52	\$23.97
NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$10.00 - 28.77	\$17.05
3+ Yrs. Experience with Firm	\$12.00 - 33.56	\$19.18
SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$14.38 - 31.96	\$21.58
3+ Yrs. Experience with Firm	\$16.78 - 34.52	\$24.93

Wage Notes: All wages reported were non-union.

Employer Profile: 19 employers supplied the data for this occupation, 8 from North County and 11 from South County, representing a total of 54 positions. Of the positions reported, 100% were full-time. A few employers reported full-time hours exceeded 40 hours per week and may be as high as 50 hours.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	47%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	42%	0%				
Vision	16%	0%				
Life	68%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	79%	0%	6%	12%	0%	0%
Vacation	84%	0%	12%	12%	0%	0%
Retirement	32%	0%	12%	12%	0%	0%
Child Care	0%	0%	12%	6%	0%	0%

Other Benefits: No other benefits were mentioned.

EMPLOYER REQUIREMENTS

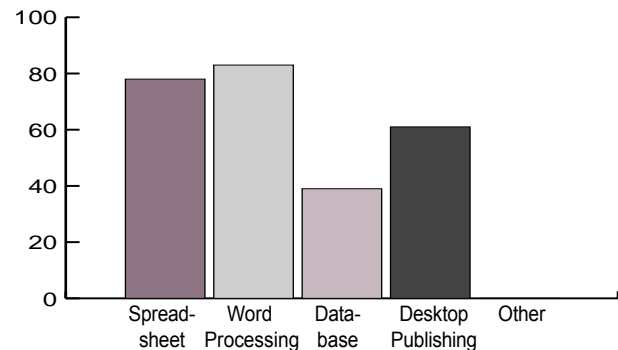
Education: Many employers require recent hires to have a high school diploma or the equivalent and some require an associate or bachelor.

Experience/Training: Almost all responding employers require 12-60 months of work-related experience, primarily in manufacturing, but a few will substitute training for experience.

Most Important Skills:

- People Management
- Budgeting
- Plan and organize others work
- Work under pressure
- Direct and coordinate processing
- Determine staffing needs/work procedures

Computer Skills: Almost all employers report that Industrial Production Managers do use computers.



TRAINING PROVIDERS

22 NURSERY AND GREENHOUSE MANAGERS



OES Code: 150310

Nursery and Greenhouse Managers plan, organize, direct, control, or coordinate activities of workers engaged in propagating, cultivating, and harvesting horticultural specialties, such as trees, shrubs, flowers, mushrooms, and other plants. Work may involve training new employees in gardening techniques, inspecting facilities for signs of disrepair, and delegating repair duties of staff.

EMPLOYMENT TRENDS

Size: N/A

Where The Jobs Are: N/A

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.
EDD Projections: N/A

Supply/Demand: Employers report it is moderately difficult to find experienced and not difficult to find inexperienced applicants. Employer demand is considerably greater than supply. Applicants may encounter no competition in their job search.

During the last 12 months, some of the vacancies filled were created by turnover, new positions, or promotions.

Projected Openings: N/A
New: N/A
Due to Separations: N/A

Male/Female Percentage: Employers reported that 55% of the positions were filled by females.

Recruitment Methods:
In-House Promotion or Transfer 50%
Employee Referrals 100%
Walk-in Applicants 50%

Promotional Opportunities: Many employers reported that Nursery and Greenhouse Managers may be promoted to:

- Foreman
- Vice-president

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Discourages
Housing Regulations

WAGES AND BENEFITS

SANTA BARBARA COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 7.67	\$ 6.00
Experience/New to Firm	\$ 5.75 - 19.61	\$ 9.00
3+ Yrs. Experience with Firm	\$ 6.75 - 28.77	\$11.00

NORTH COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 6.00 - 17.26	\$ 9.13
3+ Yrs. Experience with Firm	\$ 7.00 - 23.01	\$13.75

SOUTH COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 7.67	\$ 6.38
Experience/New to Firm	\$ 5.75 - 19.61	\$ 9.00
3+ Yrs. Experience with Firm	\$ 6.75 - 28.77	\$11.00

Wage Notes: All wages reported were non-union.

Employer Profile: 15 employers supplied the data for this occupation, 4 from North County and 11 from South County, representing a total of 112 positions. Of the positions reported, 91% were full-time and 9% were part-time.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	67%	0%	20%	0%	7%	0%
Dental	20%	0%	13%	0%	13%	0%
Vision	13%	0%	0%	0%	13%	0%
Life	47%	0%	13%	0%	7%	0%
Other	0%	0%	0%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	67%	0%	7%	0%	7%	0%
Vacation	73%	0%	0%	0%	7%	0%
Retirement	20%	0%	13%	0%	7%	0%
Child Care	0%	0%	0%	0%	7%	0%

Other Benefits: No other benefits were reported.

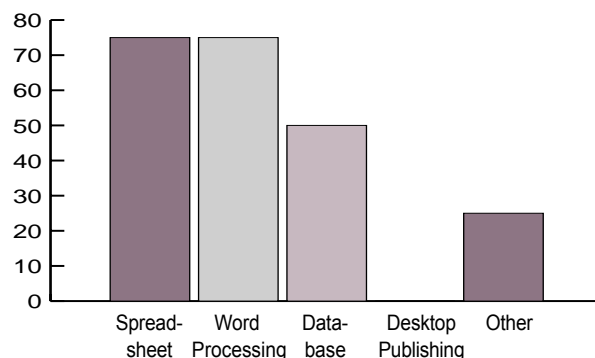
EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have a high school diploma or the equivalent and a few require college.

Experience/Training: Most responding employers require an average of 30 months of work-related experience, but some will substitute training for experience.

Most Important to Least Important Skills:
 Diagnose/solve agricultural production problems
 Apply plant propagation principles
 Coordinate production materials and processes
 Apply hazardous materials information
 Use spreadsheet software
 Comprehend, apply, and communicate technical information

Computer Skills: Many employers report that Nursery and Greenhouse Managers do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria
 Programs: Agricultural Business & Management,
 General



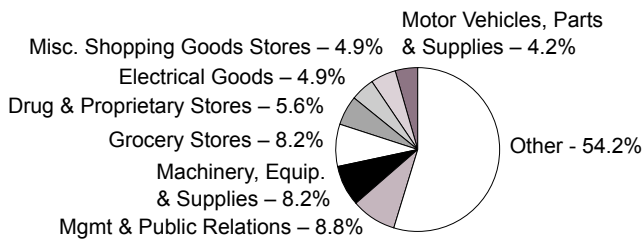
OES Code: 130080

Purchasing Managers plan, organize, direct, control, or coordinate the activities of buyers, purchasing officers, and related workers involved in purchasing materials, products or services. Please include wholesale or retail trade merchandising managers.

EMPLOYMENT TRENDS

Size: 290 - 310 medium

Where The Jobs Are:



Projected Openings: 70
 New: 20
 Due to Separations: 50

Recruitment Methods:
 Newspaper Ads 76%
 Employee Referrals 65%
 In-House Promotion or Transfer 53%

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Purchasing Managers is 6.9%, which is slower than the average growth rate of 9.3% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced applicants and very difficult to find inexperienced applicants. Employer demand is considerably to somewhat greater than supply. Applicants may encounter little or no competition in their job search.

During the last 12 months, all of the vacancies filled resulted from promotions.

Male/Female Percentage: Employers reported that 63% of the positions were filled by males.

Promotional Opportunities: Many employers reported that Purchasing Managers may be promoted to:

- Director of Operations
- Vice President of Operations
- Assistant Controller
- Assistant Finance Director
- Planning Manager

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Discourages

Housing Regulations
 Sites for location and expansion

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 8.00 - 24.69	\$16.35
Experience/New to Firm	\$10.00 - 31.47	\$19.18
3+ Yrs. Experience with Firm	\$10.50 - 39.31	\$21.58

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$10.50 - 119.18	\$13.04
3+ Yrs. Experience with Firm	\$10.50 - 28.77	\$17.83

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$10.00 - 31.47	\$21.58
3+ Yrs. Experience with Firm	\$14.00 - 39.31	\$23.97

Wage Notes: All wages reported were non-union.

Employer Profile: 17 employers supplied the data for this occupation, 4 from North County and 13 from South County, representing a total of 24 positions. Of the positions reported, 100% were full-time. Some employers reported that full-time hours may exceed 40 per week and may be as high as 50.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	35%	0%	65%	0%	0%	0%
Dental	36%	0%	41%	0%	0%	0%
Vision	24%	0%	41%	0%	0%	0%
Life	59%	0%	18%	0%	0%	0%
Other	0%	0%	6%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	76%	0%	6%	0%	0%	0%
Vacation	82%	0%	12%	0%	0%	0%
Retirement	29%	0%	35%	0%	18%	0%
Child Care	0%	0%	0%	0%	100%	0%

Other Benefits: Other employer-specified benefits include AFLAC.

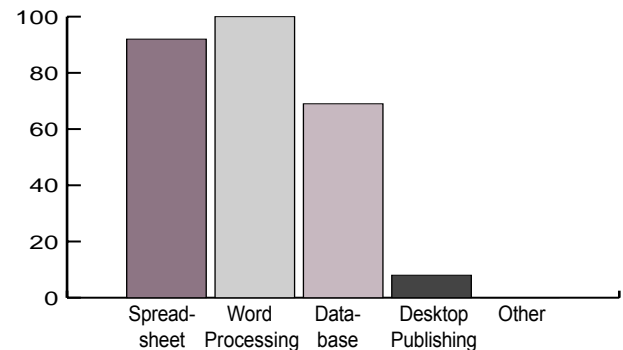
EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent and some require a college degree.

Experience/Training: Most responding employers require an average of 34 months of work-related experience, primarily in purchasing, but some will substitute training for experience.

Most Important to Least Important Skills:
 Apply interpersonal communication techniques
 Follow and give instructions
 Use appraisal techniques when purchasing or trading
 Manage inventories and supplies
 Use computers to organize and locate parts and inventory
 Develop marketing strategy

Computer Skills: Most employers report that Purchasing Managers do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria
 Programs: Business Admin. & Mgt, General
Antioch University
 Programs: Business Admin. & Mgt, General
Santa Barbara Business College
 Programs: Business Admin. & Mgt, General
Santa Barbara City College, Santa Barbara
 Programs: Business Admin. & Mgt, General
Santa Barbara County Regional Occupational Program (ROP), Santa Barbara
 Programs: Business Admin. & Mgt, General

University of California Extension, Santa Barbara
 Programs: Business Admin. & Mgt, General
University of La Verne, Vandenberg A.F.B.
 Programs: Business Admin. & Mgt, General
University of Santa Barbara, Santa Barbara
 Programs: Business Admin. & Mgt, General
Westmont College, Santa Barbara
 Programs: Business Admin. & Mgt, General

26 STORAGE AND DISTRIBUTION MANAGERS



Non-OES Code: 150230999

Storage and Distribution Managers plan, directs and coordinates the activities of workers, such as forklift operators, shipping clerks, and material movers, engaged in storage and distribution of materials and products. Their duties include use of manual or electronic means to establish and maintain operational procedures for verification of incoming and outgoing shipments, handling and disposition of merchandise, and maintaining of warehouse inventories. They work with other Department Heads to coordinate activities with needs in production, sales and purchasing. They plan and oversee facilities and equipment maintenance and repair.

EMPLOYMENT TRENDS

Size: N/A

Where The Jobs Are: N/A

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Storage and Distribution Managers is not available. The average growth rate is 9.3% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Projected Openings: N/A
New: N/A
Due to Separations: N/A

During the last 12 months, most of the vacancies filled resulted from promotions and many were created by turnover.

Recruitment Methods:
Newspaper Ads 71%
In-House Promotion or Transfer 64%
Employee Referrals 57%

Male/Female Percentage: Employers reported that 85% of the positions were filled by males.

Promotional Opportunities: Most employers reported that Storage and Distributions Managers may be promoted to:

- General Manager
- Plant Manager
- Production Assistant
- President of Operations
- Material Planning

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages
Schools & Colleges
Telecommunication infrastructure

Discourages
Housing Regulations

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.50 - 9.11	\$ 9.00
Experience/New to Firm	\$ 7.00 - 22.30	\$10.78
3+ Yrs. Experience with Firm	\$10.00 - 24.93	\$13.44

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.50 - 9.00	\$ 7.00
Experience/New to Firm	\$ 7.50 - 15.98	\$10.62
3+ Yrs. Experience with Firm	\$10.00 - 22.37	\$12.25

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 7.00 - 22.30	\$14.87
3+ Yrs. Experience with Firm	\$10.00 - 24.93	\$13.19

Wage Notes: Union wages cover only a few of the employees. Union employers generally pay at the top end of all wage ranges.

Employer Profile: 16 employers supplied the data for this occupation, 8 from North County and 8 from South County, representing a total of 20 positions. Of the positions reported, 100% were full-time. Some employers reported full-time hours exceed 40 per week and may be as high 60.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	63%	0%	31%	0%	0%	0%
Dental	44%	0%	25%	0%	6%	0%
Vision	31%	0%	31%	0%	0%	0%
Life	56%	0%	6%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	75%	0%	0%	0%	0%	0%
Vacation	94%	0%	6%	0%	0%	0%
Retirement	44%	0%	31%	0%	6%	0%
Child Care	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent and a few require a college degree.

Experience/Training: Most responding employers require an average of 25 months of work-related experience, primarily in warehousing, but many will substitute training for experience.

Most Important to Least Important Skills:

Manage inventory

Organize goods

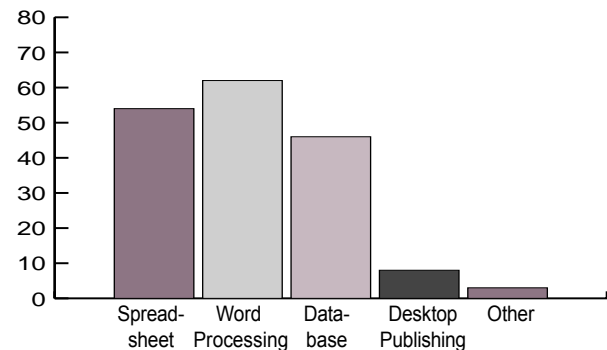
Apply interpersonal communication techniques

Organize & work with detailed office or warehouse needs

Apply cultural knowledge in managing workers

Follow and give instructions

Computer Skills: Almost all employers report that Storage and Distribution Managers do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Business Admin. & Mgt, General

Antioch University

Programs: Business Admin. & Mgt, General

Santa Barbara Business College

Programs: Business Admin. & Mgt, General

Santa Barbara City College, Santa Barbara

Programs: Business Admin. & Mgt, General

Santa Barbara County Regional Occupational Program (ROP), Santa Barbara

Programs: Business Admin. & Mgt, General

University of California Extension, Santa Barbara

Programs: Business Admin. & Mgt, General

University of La Verne, Vandenberg A.F.B.

Programs: Business Admin. & Mgt, General

University of Santa Barbara, Santa Barbara

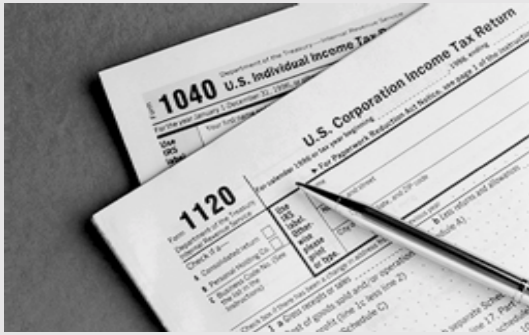
Programs: Business Admin. & Mgt, General

Westmont College, Santa Barbara

Programs: Business Admin. & Mgt, General

PROFESSIONAL, PARAPROFESSIONAL AND TECHNICAL OCCUPATIONS

Accountants and Auditors
Computer Graphic Specialists
Computer Programmers
Cost Estimators
Electrical and Electronic Engineers
Instructional Aides
Internet Website Designers
Lab Technicians - Winery
Personnel, Training, & Labor Relations Specialists
Physician's Assistants
Registered Nurses
Systems Analysts
Teachers - Pre-school
Vocational and Educational Counselors
Wholesale and Retail Buyers
Wine Fermenters



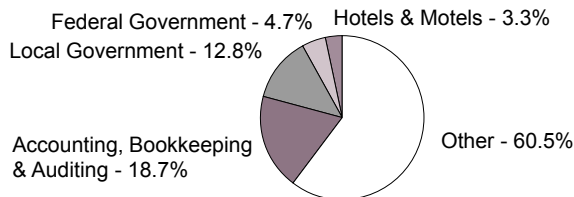
OES Code: 211140

Accountants and Auditors examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements and installing or advising on systems of recording costs or other financial and budgetary data.

EMPLOYMENT TRENDS

Size: 1,080 very large

Where The Jobs Are:



Projected Openings: 230
 New: 80
 Due to Separations: 150

Recruitment Methods:

In-House Promotion or Transfer	50%
Employee Referrals	65%
Newspaper Ads	85%
Private Employment Agencies	50%
Employment Development Department	15%
Public school or program referrals	10%
Private school referrals	0%
Union Hall referrals	0%
Hire unsolicited applicants	15%
Other	10%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next three years.

EDD Projections: The new job trend rate for Accountants and Auditors is 7.4%, which is growing slower than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report having some difficulty finding both inexperienced and experienced applicants. This indicates that job seekers may experience little competition.

During the last 12 months, many of the vacancies filled were created by turnover, some were new or temporary positions, and a few resulted from promotions.

Male/Female Percentage: Employers reported that 71% of the positions were filled by females.

Promotional Opportunities: Most employers reported that Accountants and Auditors may be promoted to:

- Assistant Managers/Managers
- Sr. Managers
- Supervisors
- Controllers
- Accounting Supervisors/Managers

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 24.35	\$11.03
Experience/New to Firm	\$ 7.00 - 26.47	\$14.19
3+ Yrs. Experience with Firm	\$ 9.50 - 32.22	\$16.89
NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 11.03	\$ 7.00
Experience/New to Firm	\$ 7.00 - 18.90	\$13.95
3+ Yrs. Experience with Firm	\$ 9.50 - 28.77	\$16.40
SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$10.59 - 24.35	\$12.63
Experience/New to Firm	\$13.04 - 26.47	\$15.44
3+ Yrs. Experience with Firm	\$14.16 - 32.22	\$18.97

Wage Notes: All wages reported were non-union.

Employer Profile: 20 employers supplied the data for this occupation, 10 from North County and 10 from South County, representing a total of 100 positions. Of the positions reported, 94% were full-time, 4% were part-time, 1% were temporary or on-call, and 1% were seasonal. A few employers reported full-time hours exceed 40 per week and may be as high as 50.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	100%	5%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	65%	0%				
Vision	55%	5%				
Life	90%	5%				
Other	0%					

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	95%	5%				
Vacation	100%	5%				
Retirement	80%	5%				
Child Care	0%	0%				

Other Benefits: Other employer-specified benefits include 401(K) plans, holiday pay, Section 125 plans, and employee assistance programs .

EMPLOYER REQUIREMENTS

Education: Employers report that all recent hires have completed high school or the equivalent and almost all have either an associate or bachelor degree. An accounting certificate or degree may be required by some employers.

Experience/Training: All responding employers require 6-60 months of work-related experience, primarily in accounting, but many will substitute training for experience.

Most Important Skills:

Computer skills/Knowledge of Internet

Advanced computer knowledge

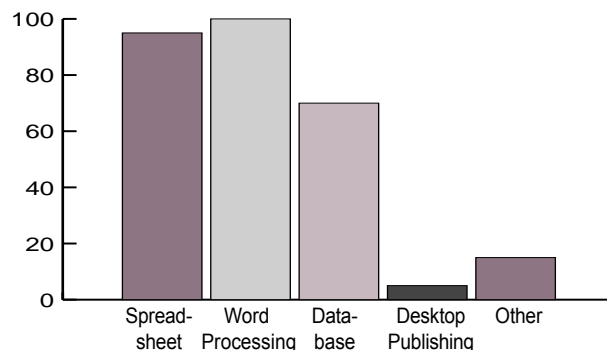
Be detail-oriented

Read and follow instructions

Perform mathematical computations

Organize and manage time

Computer Skills: All employers report that Accountants and Auditors do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Accounting Technician
Business Mgmt. & Admin.

Center for Employment Training, Santa Maria

Programs: Finance, General

Computer Supportive Services, Santa Maria

Programs: Computerized Accounting

Compter Training Network, San Luis Obispo

Programs: Bookkeeping

Cutris Publication Inc., Santa Barbara

Programs: Taxation

Mark Dauberman CPA Review Course, Culver City

Programs: Accounting

H&R Block, Santa Maria and Carpenteria

Programs: Tax Preparation

Santa Barbara Business College

Programs: Accounting Technician
Business Admin. & Mgmt. (SB only)
Computerized Accounting

Santa Barbara City College, Santa Barbara

Programs: Accounting Technician
Business Admin. & Mgmt.

Santa Barbara City Regional Occupational Program

Programs: Accounting Technician
Banking & Financial Support Serv.
Financial Services Marketing

32 COMPUTER GRAPHIC SPECIALISTS



Non-OES Code: 030064997

Computer Graphics Specialists create computer graphic designs and artwork to illustrate subject consumption of materials, products, or services, and to influence others in their opinions of individuals, organizations, products or services. Graphics and artwork are created with computer modeling and graphics software. They may edit, add color, texture, and motion to graphics with a computer.

EMPLOYMENT TRENDS

Size: N/A

Where The Jobs Are: N/A

Projections:

Employer Findings: Many employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Computer Graphics Specialists is not available, which is growing slower than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Projected Openings: N/A
New: N/A
Due to Separations: N/A

During the last 12 months, many of the vacancies filled were created by turnover or new positions and a few resulted from promotions.

Male/Female Percentage: Employers reported that 52% of the positions were filled by males.

Recruitment Methods:	
In-House Promotion or Transfer	32%
Employee Referrals	74%
Newspaper Ads	63%
Private Employment Agencies	5%
Employment Development Department	0%
School, program referrals	21%
Union Hall referrals	0%
Walk-in Applicants	37%
Trade Journals	0%
Internet	16%
Colleges/Universities	32%
Other	0%

Promotional Opportunities: Most employers reported that Computer Graphics Specialists may be promoted to:

- Supervisors
- Managers
- Directors

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 9.00 - 9.00	\$ 9.00
Experience/New to Firm	\$ 6.00 - 28.77	\$11.99
3+ Yrs. Experience with Firm	\$ 6.00 - 30.00	\$15.00

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 6.00 - 19.18	\$11.25
3+ Yrs. Experience with Firm	\$ 6.00 - 20.00	\$15.00

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 7.00 - 28.77	\$11.50
3+ Yrs. Experience with Firm	\$10.00 - 30.00	\$15.00

Wage Notes: Union wages were reported by 5% of the employers. Union employers generally pay at the top end of all wage ranges.

Employer Profile: 18 employers supplied the data for this occupation, 7 from North County and 11 from South County, representing a total of 64 positions. Of the positions reported, 67% were full-time, 31% were part-time and 2% were temporary or on-call.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	37%	5%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	21%	0%				
Vision	16%	0%				
Life	16%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	53%	16%				
Vacation	58%	21%				
Retirement	32%	5%				
Child Care	0%	0%				

Other Benefits: No other benefits were mentioned.

EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have either a high school diploma or the equivalent or an associate degree and a few require a bachelor degree.

Experience/Training: Almost all responding employers require 6-24 months of work-related experience, primarily in graphics design, but many will substitute training for experience.

Most Important Skills:

Knowledge of digital printing

Microsoft Publisher

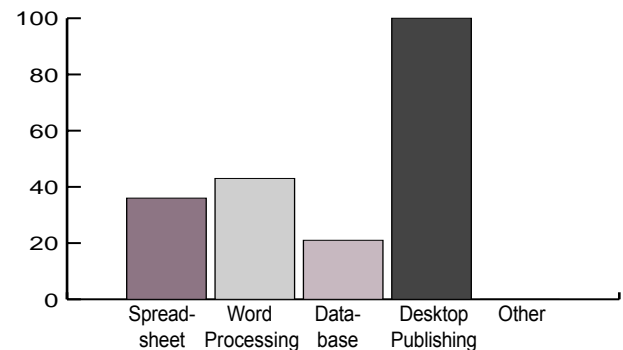
Be detail-oriented

Work under pressure

Understand layout and design concepts

Organize and manage time effectively

Computer Skills: All employers report that Computer Graphics Specialists do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Applied Design - 3D Computer Animation
Applied Design - Multimedia Arts and Communication

Computer Careers, Santa Maria

Programs: Graphic Design, Commercial Art and Illustration

Santa Barbara City College, Santa Barbara

Programs: Graphic Design, Commercial Art and Illustration

Santa Barbara County Regional Occupational Program, Santa Maria

Programs: Film/TV/Video Production

Santa Barbara County Regional Occupational Program, Santa Barbara

Programs: Video Production

Tom Buhl Computing, Santa Barbara

Programs: Desktop Publishing Equipment Op.
Graphic Design, Commercial Art & Illustration

University of California Extension, Santa Barbara

Programs: Graphic Design, Commercial Art & Illustration

University of California, Santa Barbara

Programs: Film, Video, and Photographic Arts

34 COMPUTER PROGRAMMERS



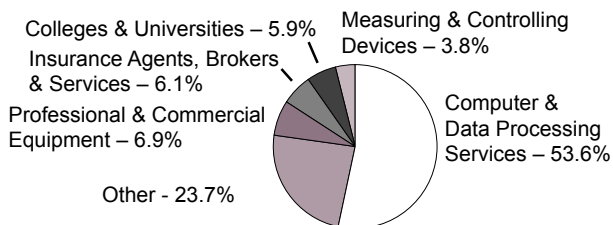
OES Code: 251051

Computer Programmers, including Aides convert symbolic statements of administrative data, business, scientific, engineering, and other technical problem formulations into detailed logical flow charts for coding into computer language. They develop and write computer programs to store, locate, and retrieve specific documents, data, and information.

EMPLOYMENT TRENDS

Size: 370 - 390 medium

Where The Jobs Are:



Projected Openings: 100
New: 20
Due to Separations: 80

Recruitment Methods:
Colleges/Universities 56%
Employee Referrals 67%
Colleges/Universities 56%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to grow over the next two years.

EDD Projections: The new job trend rate for Computer Programmers is 5.4%, which is growing slower than the average growth rate of 9.3% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced and inexperienced applicants. Employer demand is considerably greater than supply. Applicants may encounter no competition in their job search.

During the last 12 months, most of the vacancies filled were new positions, some were created by turnover, and a few resulted from promotions or temporary positions.

Male/Female Percentage: Employers reported that 75% of the positions were filled by males.

Promotional Opportunities: All employers reported that Computer Programmers may be promoted to:

- Manager
- Supervisor
- Senior Software Developer
- Software Engineer

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Schools & Colleges
Local transportation
Air service

Discourages

Housing Regulations
Local Government Regulations
Sites for location and expansion
Local taxes

WAGES AND BENEFITS

SANTA BARBARA COUNTY		
	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.50 - 11.51	\$ 9.30
Experience/New to Firm	\$ 7.00 - 30.00	\$20.38
3+ Yrs. Experience with Firm	\$15.00 - 40.00	\$27.57
NORTH COUNTY		
	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ N/A	\$ N/A
3+ Yrs. Experience with Firm	\$ N/A	\$ N/A
SOUTH COUNTY		
	RANGE	MEDIAN
Entry Level/No Experience	\$ 9.00 - 11.51	\$ 9.59
Experience/New to Firm	\$12.00 - 28.77	\$21.58
3+ Yrs. Experience with Firm	\$15.00 - 40.00	\$28.77

Wage Notes: All wages reported were non-union.

Employer Profile: 10 employers supplied the data for this occupation, 1 from North County and 9 from South County, representing a total of 129 positions. Of the positions reported, 89% were full-time, 10% were part-time, and 1% were temporary or on-call. Some employers reported that full-time hours exceed 40 per week and may be as high as 45.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	70%	0%	30%	20%	0%	0%
Dental	70%	0%	20%	20%	10%	0%
Vision	20%	0%	0%	10%	0%	0%
Life	80%	10%	0%	20%	0%	0%
Other	0%	0%	0%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	90%	10%	0%	10%	0%	0%
Vacation	90%	10%	10%	10%	0%	0%
Retirement	70%	0%	10%	20%	10%	0%
Child Care	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

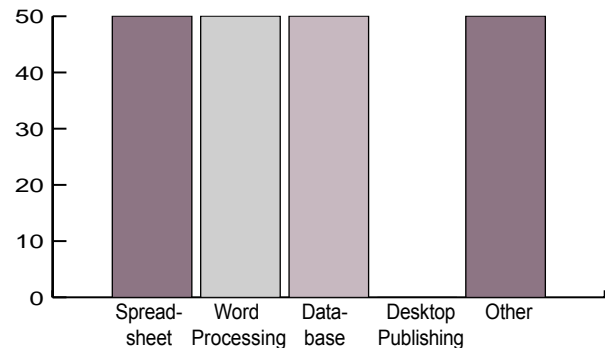
EMPLOYER REQUIREMENTS

Education: Some employers require recent hires to have a high school diploma or the equivalent or an Associate's Degree and many require a Bachelor's Degree.

Experience/Training: Most responding employers require an average of 18 months of work-related experience, primarily in programming, but many will substitute training for experience.

Most Important to Least Important Skills:
 Design computer programs & programming tools
 Apply computer science principles
 Work as a team member
 Apply computer network technology
 Prepare reports
 Apply advanced technical math
 (Trig., Calculus, Statistics)

Computer Skills: Most employers report that Computer Programmers do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria
 Programs: Computer & Info. Sciences, General
Atlas Computer Careers
 Programs: Computer & Info. Sciences, General
Chapman University Academic Center
 Programs: Computer & Info. Sciences, General
Computer Careers, Santa Maria
 Programs: Computer & Info. Sciences, General

Computer Support Services
 Programs: Computer Programming
 Computer & Info. Sciences, General
Lompoc Unified Adult School, Lompoc
 Programs: Computer & Info. Sciences, General
Santa Barbara City College
 Programs: Computer & Info. Sciences, General
University of California, Santa Barbara
 Programs: Computer & Info. Sciences, General



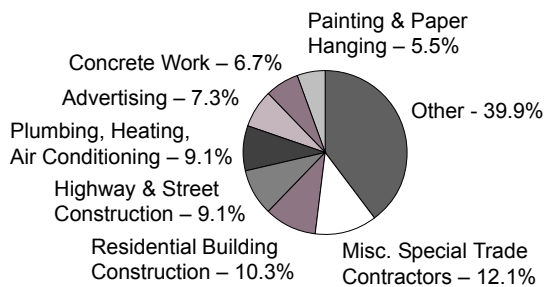
OES Code: 219020

Cost Estimators prepare cost estimates for manufacturing of products, construction projects, or services to aid management in bidding on or determining price of products or services. They may specialize according to a particular service performed or product produced.

EMPLOYMENT TRENDS

Size: 140 - 170 small

Where The Jobs Are:



Projected Openings: 40
 New: 30
 Due to Separations: 10

Recruitment Methods:

Employee Referrals	86%
In-House Promotion or Transfer	50%
Newspaper Ads	43%

Projections:

Employer Findings: Many employers in this study project employment for this occupation to grow over the next two years.

EDD Projections: The new job trend rate for Cost Estimators is 21.4%, which is growing much faster compared to the average growth rate of 9.3% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find fully experienced applicants and moderately difficult to find inexperienced applicants. Employer demand is somewhat considerably greater than supply. Applicants may encounter little or no competition in their job search.

During the last 12 months, many of the vacancies filled were new positions, some were created by turnover, and a few resulted from promotions or temporary positions.

Male/Female Percentage: Employers reported that 75% of the positions were filled by males.

Promotional Opportunities: Many employers reported that Cost Estimators may be promoted to:

- Manager
- Supervisor
- Foreman

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages
 Schools & Colleges

Discourages
 Housing Regulations
 Local Government regulations
 Local taxes
 Sites for location and expansion

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 14.38	\$11.99
Experience/New to Firm	\$10.00 - 20.00	\$16.78
3+ Yrs. Experience with Firm	\$13.00 - 26.00	\$20.00

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$10.00 - 20.00	\$14.38
3+ Yrs. Experience with Firm	\$13.00 - 25.00	\$16.78

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$12.00 - 20.00	\$16.92
3+ Yrs. Experience with Firm	\$15.00 - 26.00	\$21.00

Wage Notes: 57% of employees wages are covered by Union/Collective Bargaining. Union employers generally pay at the top end of all wage ranges. Few firms pay bonuses above wages stated.

Employer Profile: 15 employers supplied the data for this occupation, 5 from North County and 10 from South County, representing a total of 109 positions. Of the positions reported, 94% were full-time. Some employers reported that full-time hours exceed 40 per week and may be as high as 50. Few employers reported that full-time hours are less than 35.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	40%	0%	40%	0%	0%	0%
Dental	33%	0%	27%	0%	7%	0%
Vision	33%	0%	13%	0%	7%	0%
Life	33%	0%	7%	0%	7%	0%
Other	7%	0%	7%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	60%	0%	13%	0%	0%	0%
Vacation	60%	0%	13%	0%	0%	0%
Retirement	40%	0%	27%	0%	7%	0%
Child Care	7%	0%	0%	0%	7%	0%

Other Benefits: Other employer-specified benefits include uniforms and AFLAC.

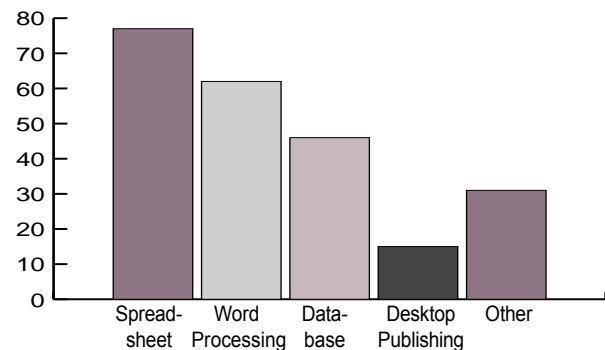
EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent and a few require a college degree.

Experience/Training: Almost all responding employers require an average of 21 months of work-related experience, primarily in estimating, but many will substitute training for experience.

Most Important to Least Important Skills:
 Understand manufacturing methods & techniques
 Analyze and interpret data and budgets
 Develop and maintain cost estimation data bases
 Keep records and maintain files
 Read business and technical drawings
 Estimate materials for production & manufacturing

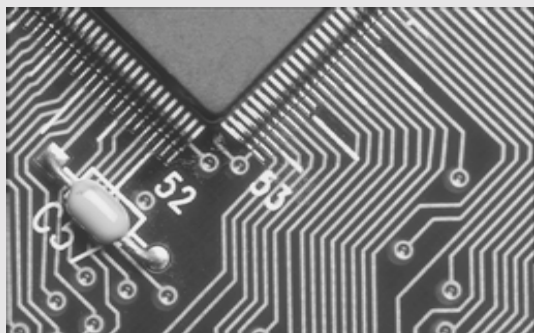
Computer Skills: Almost all employers report that Cost Estimators do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria
 Programs: Business Admin. & Mgt, General
Antioch University
 Programs: Business Admin. & Mgt, General
Santa Barbara Business College
 Programs: Business Admin. & Mgt, General
Santa Barbara City College, Santa Barbara
 Programs: Business Admin. & Mgt, General
Santa Barbara County Regional Occupational Program (ROP), Santa Barbara
 Programs: Business Admin. & Mgt, General

University of California Extension, Santa Barbara
 Programs: Business Admin. & Mgt, General
University of La Verne, Vandenberg A.F.B.
 Programs: Business Admin. & Mgt, General
University of Santa Barbara, Santa Barbara
 Programs: Business Admin. & Mgt, General
Westmont College, Santa Barbara
 Programs: Business Admin. & Mgt, General



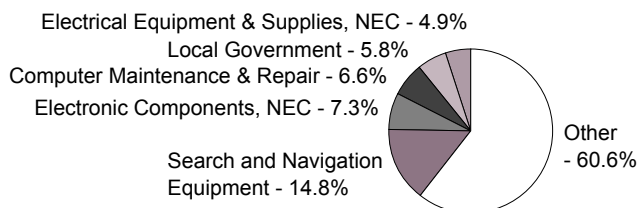
OES Code: 225050

Electrical and Electronic Engineering Technicians and Technologists apply electrical and electronic theory and related knowledge to design, build, test, repair, and modify developmental, experimental, or production electrical equipment in industrial or commercial plants for subsequent use by engineering personnel in making engineering design and evaluation decisions. Please do not include workers who only repair electronic equipment.

EMPLOYMENT TRENDS

Size: 370 medium

Where The Jobs Are:



Projected Openings: 100
 New: 40
 Due to Separations: 60

Recruitment Methods:

In-House Promotion or Transfer	67%
Employee Referrals	53%
Newspaper Ads	87%
Private Employment Agencies	20%
Employment Development Department	53%
Public school or program referrals	27%
Private school referrals	13%
Union Hall referrals	13%
Hire unsolicited applicants	20%
Other	13%

Projections:

Employer Findings: Employers in this study were evenly divided, eight of the employers expect employment in this occupation to remain stable over the next three years and eight employers expect growth.

EDD Projections: The new job trend rate for Electrical and Electronic Engineering Technicians and Technologists is 10.8%, which is growing at an average rate compared to the growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers reported having little difficulty finding inexperienced applicants and some difficulty finding experienced applicants. This indicates that job seekers may experience little or some competition their job search.

During the last 12 months, some of the vacancies filled were created by turnover or new positions, and a few resulted from temporary positions or promotions.

Male/Female Percentage: Employers reported that 92% of the positions were filled by males.

Promotional Opportunities: Most employers reported that Electrical and Electronic Engineering Technicians and Technologists may be promoted to:

- Engineering Managers/Managers
- Engineering Technicians
- Test/Field Engineers
- Associate Engineers
- Leads/Supervisors

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 19.12	\$ 8.85
Experience/New to Firm	\$ 6.00 - 22.00	\$14.75
3+ Yrs. Experience with Firm	\$ 8.00 - 35.00	\$16.50

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 15.24	\$ 8.70
Experience/New to Firm	\$ 6.00 - 22.00	\$14.25
3+ Yrs. Experience with Firm	\$ 8.00 - 35.00	\$15.50

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 19.12	\$ 9.50
Experience/New to Firm	\$ 8.00 - 20.14	\$14.75
3+ Yrs. Experience with Firm	\$12.00 - 23.75	\$16.50

Wage Notes: Union wages were reported by 13% of the employers. Union employers generally pay at the high end of the wage ranges for entry level/no experience and experience/new to firm.

Employer Profile: 16 employers supplied the data for this occupation, 6 from North County and 10 from South County, representing a total of 252 positions. Of the positions reported, 98% were full-time, 1% were part-time and 1% were temporary or on-call.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	94%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	88%	0%				
Vision	31%	0%				
Life	81%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	88%	0%				
Vacation	94%	0%				
Retirement	56%	0%				
Child Care	6%	0%				

Other Benefits: Other employer-specified benefits include 401(K) plans, Section 125 plans, short and long term disability, and tuition reimbursement programs.

EMPLOYER REQUIREMENTS

Education: Employers report that all recent hires have completed high school or the equivalent and many have either an associate or bachelor degree. An electrical engineering or related technical certificate or degree may be required by some employers.

Experience/Training: All responding employers require 6-36 months of work-related experience, primarily in Electrical Engineering and/or Technology, but most will substitute training for experience.

Most Important Skills:

Advanced computer skills

Windows NT

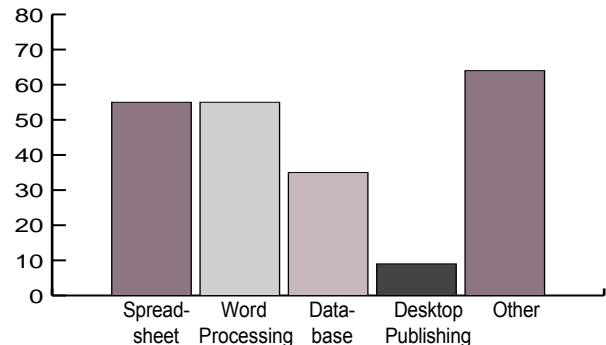
Read and follow directions

Work independently

Perform technical skills with a high level of accuracy

Solve problems

Computer Skills: Most employers report that Electrical and Electronic Engineering Technicians and Technologists do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Electrical, Electronic & Communication Engineering
Engineering, Other
Engineering, Related Technician, General
Space Engineering
Space Operations, Electronics Technology

Coastal Valley College, Santa Maria

Programs: Electrical and Electronic Engineering
Installers and Repairers

Operating Engineers #12, Arroyo Grande

Programs: Engineering

Santa Barbara City College

Programs: Electrical, Electronic & Communication Engineering
Engineering-Related Technician, General

Santa Barbara County Region Occupational Program, Santa Barbara

Programs: Electrical Technology

University of California, Santa Barbara

Programs: Engineering, Other



OES Code: 315211

Instructional Aides work under the direct supervision of classroom teachers to assist the teacher in instructional tasks, and activities involving games, sports, arts, and crafts. They also do routine clerical tasks such as record keeping, maintaining classroom supplies, and operating office equipment. They may assist teachers with the instruction of mentally or physically handicapped pupils.

EMPLOYMENT TRENDS

Size: 1,440 - 1,640 very large

Where The Jobs Are: N/A

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Instructional Aides is 13.9%, which is growing faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Projected Openings: 340
 New: 200
 Due to Separations: 140

Recruitment Methods:

In-House Promotion or Transfer	44%
Employee Referrals	56%
Newspaper Ads	72%
Private Employment Agencies	0%
Employment Development Department	0%
School, program referrals	28%
Union Hall referrals	0%
Walk-in Applicants	33%
Trade Journals	0%
Internet	6%
Colleges/Universities	28%
Other	0%

During the last 12 months, many of the vacancies were filled by turnover, some of them were new positions and a few resulted from temporary positions or promotions.

Male/Female Percentage: Employers reported that 88% of the positions were filled by females.

Promotional Opportunities: Most employers reported that Instructional Aides may be promoted to:

- Site Directors
- Head Teachers
- Classroom Instructors
- Consultants

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 9.91	\$ 7.92
Experience/New to Firm	\$ 6.25 - 11.25	\$ 8.89
3+ Yrs. Experience with Firm	\$ 6.25 - 12.25	\$ 9.74

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 9.75	\$ 7.50
Experience/New to Firm	\$ 6.25 - 10.76	\$ 7.50
3+ Yrs. Experience with Firm	\$ 6.25 - 11.97	\$ 8.50

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 9.91	\$ 8.24
Experience/New to Firm	\$ 6.25 - 11.25	\$ 9.00
3+ Yrs. Experience with Firm	\$ 7.50 - 12.25	\$10.00

Wage Notes: Union wages were reported by 17% of the employers. Union employers generally pay at the top end of all wage ranges.

Employer Profile: 18 employers supplied the data for this occupation, 7 from North County and 11 from South County, representing a total of 367 positions. Of the positions reported, 25% were full-time, 71% were part-time and 2% were temporary or on-call.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	18%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	6%	0%				
Vision	0%	0%				
Life	6%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	41%	53%				
Vacation	41%	59%				
Retirement	18%	18%				
Child Care	6%	18%				

Other Benefits: No other benefits were mentioned.

EMPLOYER REQUIREMENTS

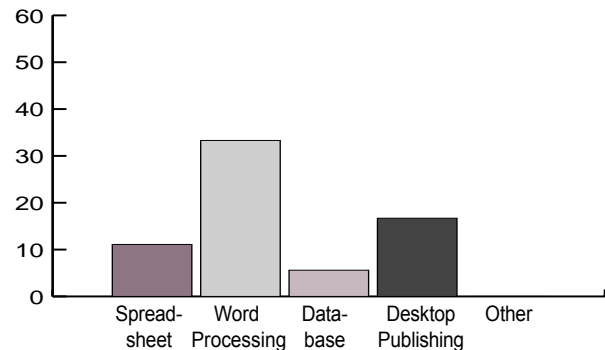
Education: Almost all employers require recent hires to have a high school diploma or the equivalent and a few require college course work (but not necessarily a degree).

Experience/Training: A few responding employers require 6-24 months of work-related experience, primarily in child care, but most will substitute training for experience.

Most Important Skills:

- CPR/First Aid
- Language skills
- Exercise patience
- Good oral communication skills
- Assist teachers
- Coordinate activities in a classroom setting

Computer Skills: A few employers report that Instructional Aides do use computers.



TRAINING PROVIDERS

Chapman University Academic Center, VAFB
Programs: Education, General

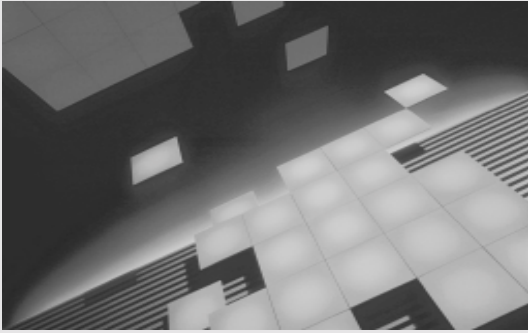
Lompoc Unified School District, Lompoc
Programs: Education, General

University of LaVerne, VAFB
Programs: Education, General

University of California, Santa Barbara
Programs: Education, General

Westmont College, Santa Barbara
Programs: Education

42 INTERNET WEB SITE DESIGNERS/DEVELOPERS (WEBMASTERS)



Non-OES Code: 031064999

Internet Web Site Designers/Developers (Webmasters) are responsible for managing the content of an organization's Internet web site. Usually using specialized software, they create, design and maintain web pages to communicate an organization's message to Internet users.

EMPLOYMENT TRENDS

Size: N/A

Where The Jobs Are: N/A

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Internet Web Site Designers is not available. The average growth rate for jobs in the county is 11.1%.

Supply/Demand: Employers report it is very difficult to find experienced applicants and not difficult to find inexperienced applicants. For experienced applicants, employer demand is considerably greater than supply and experienced applicants may encounter no competition in their job search. The opposite will be true for inexperienced applicants.

Projected Openings: N/A
New: N/A
Due to Separations: N/A

Recruitment Methods:

In-House Promotion or Transfer	33%
Employee Referrals	78%
Newspaper Ads	44%
Private Employment Agencies	0%
Employment Development Department	11%
School, program referrals	11%
Union Hall referrals	0%
Walk-in Applicants	11%
Trade Journals	11%
Internet	67%
Colleges/Universities	22%
Other	11%

During the last 12 months, some of the vacancies filled were created by turnover, new positions, or promotions and a few were temporary positions.

Male/Female Percentage: Employers reported that 78% of the positions were filled by females.

Promotional Opportunities: Most employers reported that Internet Web Site Developers may be promoted to:

- Managers
- Director of Web Developers
- Directors

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY		
	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 7.00	\$ 7.00
Experience/New to Firm	\$ 8.00 - 25.00	\$14.92
3+ Yrs. Experience with Firm	\$15.82 - 35.00	\$19.18
NORTHCOUNTY		
	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ N/A	\$ N/A
3+ Yrs. Experience with Firm	\$ N/A	\$ N/A
SOUTHCOUNTY		
	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ N/A	\$ N/A
3+ Yrs. Experience with Firm	\$ N/A	\$ N/A

Wage Notes: All wages reported were non-union.

Employer Profile: 9 employers supplied the data for this occupation, 2 from North County and 9 from South County, representing a total of 58 positions. Of the positions reported, 95% were full-time, 3% were part-time and 2% were seasonal. A few employers reported full-time hours exceed 40 per week and may be as high as 50.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	44%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	56%	0%				
Vision	33%	0%				
Life	78%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	100%	0%				
Vacation	100%	0%				
Retirement	44%	0%				
Child Care	11%	0%				

Other Benefits: Other employer-specified benefits include an on-site gym and Employee Assistance Program.

EMPLOYER REQUIREMENTS

Education: Some employers require recent hires to have a high school diploma or the equivalent and many require either an associate degree or bachelor degree.

Experience/Training: Most responding employers require 6-36 months of work-related experience, primarily in internet design or computer programming, but many will substitute training for experience.

Most Important Skills:

HTML Programming

JAVA

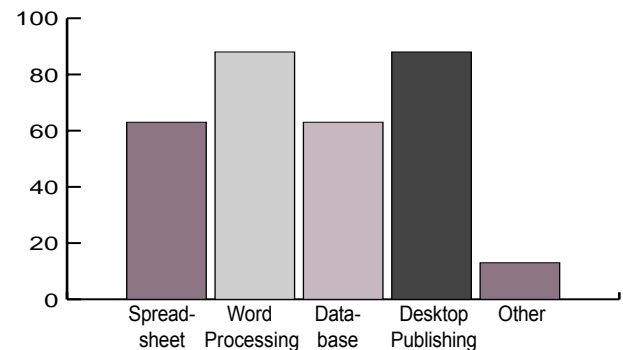
Read and follow instructions

Work independently

Organize and manage time

Ability to identify and solve problems

Computer Skills: All employers report that Internet Web Site Designers do use computers.



TRAINING PROVIDERS

Computer Careers, Santa Maria

Programs: Internet Web Page Design

Tom Buhl Computing, Santa Barbara

Programs: Graphic Design, Commercial Art and Illustration

University of California Extension, Santa Barbara

Programs: Graphic Design, Commercial Art and Illustration



Non-OES Code: 029261999

Lab Technicians - Winery work under close supervision, conducting and analyzing laboratory/quality control tests as prescribed by company procedure and, when applicable, ensures compliance with State and Federal regulations. This is the entry level position.

EMPLOYMENT TRENDS

Size: N/A

Where The Jobs Are: N/A

Projections:

Employer Findings: All employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Lab Technicians - Winery is not available. The average growth rate for jobs in the county is 11.1%.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Projected Openings: N/A
New: N/A
Due to Separations: N/A

During the last 12 months, most of the vacancies filled were created by turnover, some were new or resulted from promotions.

Male/Female Percentage: Employers reported that 82% of the positions were filled by males.

Recruitment Methods:	
In-House Promotion or Transfer	67%
Employee Referrals	50%
Newspaper Ads	50%
Private Employment Agencies	0%
Employment Development Department	0%
School, program referrals	0%
Union Hall referrals	0%
Walk-in Applicants	0%
Trade Journals	33%
Internet	0%
Colleges/Universities	17%
Other	0%

Promotional Opportunities: Most employers reported that Lab Technicians - Winery may be promoted to:

- General Managers
- Winemakers
- Assistant Enologists

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 8.00 - 8.00	\$ 8.00
Experience/New to Firm	\$ 8.00 - 17.26	\$10.37
3+ Yrs. Experience with Firm	\$11.51 - 14.00	\$13.50

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ N/A	\$ N/A
3+ Yrs. Experience with Firm	\$ N/A	\$ N/A

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ N/A	\$ N/A
3+ Yrs. Experience with Firm	\$ N/A	\$ N/A

Wage Notes: All wages reported were non-union.

Employer Profile: 6 employers supplied the data for this occupation, from North County, representing a total of 11 positions. Of the positions reported, 100% were full-time.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	100%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	67%	0%				
Vision	33%	0%				
Life	33%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	83%	0%				
Vacation	100%	0%				
Retirement	0%	0%				
Child Care	0%	0%				

Other Benefits: No other benefits were reported.

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent and a few require either an associate degree or bachelor degree.

Experience/Training: Most responding employers require 6-60 months of work-related experience, primarily in any lab environment, but many will substitute training for experience.

Most Important Skills:

Wine Chemistry

Keep accurate records

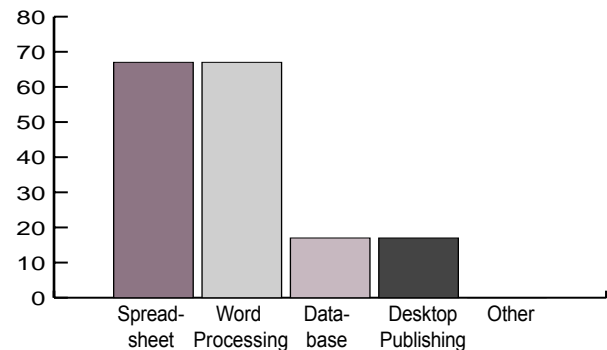
Be detail oriented

Perform technical duties accurately

Ability to solve problems

Collect, analyze and record data

Computer Skills: Most employers report that Lab Technicians - Winery do use computers.



TRAINING PROVIDERS

Allan Hanock College, Santa Maria

Programs: Viticulture

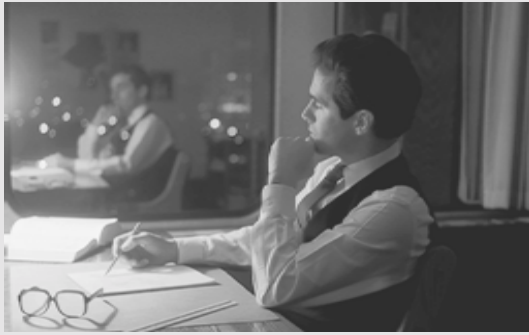
Santa Barbara City College, Santa Barbara

Programs: Horticulture Science

Santa Barbara County Regional Occupational Program, Santa Maria

Programs: Horticulture Services Operation and Management

46 Personnel, Training, AND LABOR RELATIONS SPECIALISTS



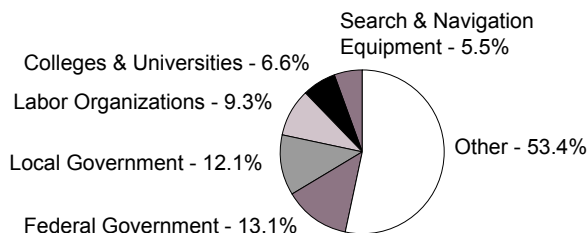
OES Code: 215110

Personnel, Training, and Labor Relations Specialists conduct programs of recruitment, selection, placement, training, promotion, welfare, safety, compensation, or separation of employees. They may specialize in specific areas such as labor-management relations, counseling, job analysis, position classification, training, or compensation. Please do not include workers primarily involved in personnel research and in the administration of testing and counseling programs for which a background in psychology is required. Also, please do not include employment interviewers in private or public employment agencies.

EMPLOYMENT TRENDS

Size: 260 medium

Where The Jobs Are:



Projected Openings: 70
New: 30
Due to Separations: 40

Recruitment Methods:

In-House Promotion or Transfer	56%
Employee Referrals	33%
Newspaper Ads	67%
Private Employment Agencies	11%
Employment Development Department	28%
Public school or program referrals	22%
Private School Referrals	11%
Union Hall referrals	11%
Hire unsolicited applicants	11%
Other	17%

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next three years.

EDD Projections: The new job trend rate for Personnel, Training, and Labor Relations Specialists is 11.5%, which is growing at an average rate when compared to the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers reported having little difficulty finding inexperienced and some difficulty finding experienced applicants. This indicates that job seekers may experience little or some competition.

During the last 12 months, many of the vacancies filled were created by turnover, some were new positions, and a few resulted from promotions.

Male/Female Percentage: Employers reported that 74% of the positions were filled by females.

Promotional Opportunities: Almost all employers reported that Personnel, Training, and Labor Relations Specialist may be promoted to:

- Personnel Managers
- Supervisors/Managers
- Assistant Directors
- Directors
- Administrative/Personnel Analysis

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 17.26	\$ 9.50
Experience/New to Firm	\$ 5.75 - 22.97	\$10.00
3+ Yrs. Experience with Firm	\$ 6.25 - 28.77	\$12.21

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 17.26	\$10.00
Experience/New to Firm	\$ 5.75 - 20.14	\$12.71
3+ Yrs. Experience with Firm	\$ 6.25 - 28.77	\$13.91

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 16.90	\$ 9.25
Experience/New to Firm	\$ 7.00 - 22.97	\$ 9.50
3+ Yrs. Experience with Firm	\$10.00 - 25.33	\$10.00

Wage Notes: Union wages were reported by 17% of the employers. Executive and Legislative offices (Public Administration) pay at the high end of all wage ranges.

Employer Profile: 18 employers supplied the data for this occupation, 8 from North County and 10 from South County, representing a total of 47 positions. Of the positions reported, 96% were full-time and 4% were part-time. A few employers reported full-time hours exceed 40 hours per week and may be as high as 50 hours.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	94%	6%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	88%	6%				
Vision	41%	6%				
Life	71%	6%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	88%	6%				
Vacation	100%	6%				
Retirement	65%	6%				
Child Care	0%	0%				

Other Benefits: Another employer-specified benefit mentioned was long-term disability.

EMPLOYER REQUIREMENTS

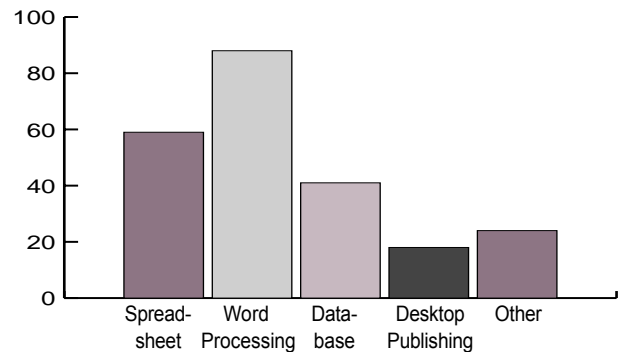
Education: Employers report that all recent hires have completed high school or the equivalent and some have either an associate or bachelor degree.

Experience/Training: All responding employers require 6-72 months of work-related experience, primarily in personnel or human resources, but most will substitute training for experience.

Most Important Skills:

- Advanced computer skills
- Awareness of court cases, state and federal laws
- Good oral communication skills
- Work under pressure
- Personnel recruiting skills
- Understanding of labor relations practices

Computer Skills: All employers report that Personnel, Training, and Labor Relations Specialists do use computers.



TRAINING PROVIDERS

Chapman University Academic Center, VAFB
Programs: Human Resource Management

The Fielding Institute, Santa Barbara
Programs: Human Resources Management
Human Resources Management,
Other

University of California Extension, Santa Barbara
Programs: Human Resources Management



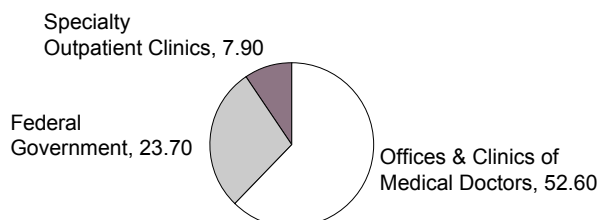
OES Code: 325110

Physicians' Assistants provide patient services under the direct supervision and responsibility of a doctor of medicine or osteopathy. They elicit detailed patient histories and do complete physical examinations, reach tentative diagnosis and order appropriate laboratory tests. This occupation requires certification by the National Commission on Certification of Physicians' Assistants and the California State Board of Medical Quality Assurance. Please do not include Nurses, or Ambulance Attendants whose training is limited to the application of first aid.

EMPLOYMENT TRENDS

Size: 70 - 80 small

Where The Jobs Are:



Projected Openings: 20
 New: 10
 Due to Separations: 10

Recruitment Methods:

In-House Promotion or Transfer	15%
Employee Referrals	46%
Newspaper Ads	62%
Private Employment Agencies	8%
Employment Development Department	15%
School, program referrals	23%
Union Hall referrals	8%
Walk-in Applicants	15%
Trade Journals	15%
Internet	8%
Colleges/Universities	31%
Other	0%

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Physician's Assistants is 14.3%, which is growing faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

During the last 12 months, many of the vacancies filled were created by turnover, and some were new or temporary positions.

Male/Female Percentage: Employers reported that 64% of the positions were filled by females.

Promotional Opportunities: Some employers reported that Physician's Assistants may be promoted to:

- Administrators
- Staff Nurses

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY-Non-Union	RANGE	MEDIAN
Entry Level/No Experience	\$18.00 - 18.00	\$18.00
Experience/New to Firm	\$14.38 - 30.00	\$24.00
3+ Yrs. Experience with Firm	\$21.58 - 35.00	\$27.00

SANTABARBARACOUNTY-Union	RANGE	MEDIAN
Entry Level/No Experience	\$24.44 - 24.44	\$24.44
Experience/New to Firm	\$20.11 - 27.01	\$20.14
3+ Yrs. Experience with Firm	\$21.45 - 29.84	\$22.05

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$20.00 - 30.00	\$20.14
3+ Yrs. Experience with Firm	\$21.45 - 35.00	\$24.03

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$20.00 - 28.77	\$24.00
3+ Yrs. Experience with Firm	\$24.00 - 35.00	\$28.00

Wage Notes: Union wages were reported by 23% of the employers. Union employers generally pay at the top end of all wage ranges.

Employer Profile: 13 employers supplied the data for this occupation, 6 from North County and 7 from South County, representing a total of 77 positions. Of the positions reported, 62% were full-time, 26% were part-time, and 12% were temporary or on-call.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	31%	8%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	15%	8%				
Vision	0%	0%				
Life	15%	8%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	46%	15%				
Vacation	54%	15%				
Retirement	8%	0%				
Child Care	0%	0%				

Other Benefits: No other benefits were mentioned.

EMPLOYER REQUIREMENTS

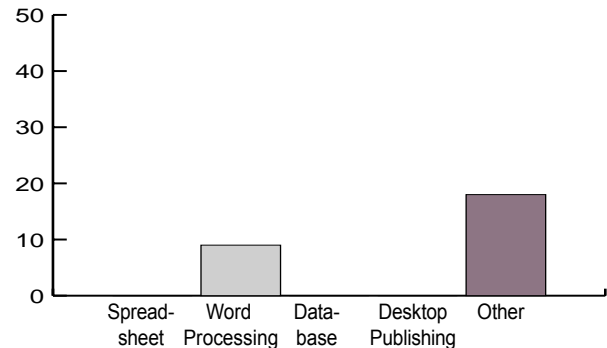
Education: Some employers require recent hires to have a high school diploma or the equivalent and some require an associate or bachelor degree. A physicians' assistant certificate may be required by some employers.

Experience/Training: Most responding employers require 6-60 months of work-related experience, primarily as a practitioner, but a few will substitute training for experience.

Most Important Skills:

- Bilingual
- Current with medical issues
- Keep accurate records
- Good oral communication skills
- Ability to examine patients
- Interview patients and record information

Computer Skills: A few employers report that Physicians' Assistants do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Medical Assistant

Center for Employment Training, Santa Maria
Programs: Medical Assistant

Coastal Valley College, Santa Maria
Programs: Medical Assistant

Santa Barbara Business College, Santa Barbara
Programs: Medical Assistant

Santa Barbara Business College, Santa Maria
Programs: Medical Assistant



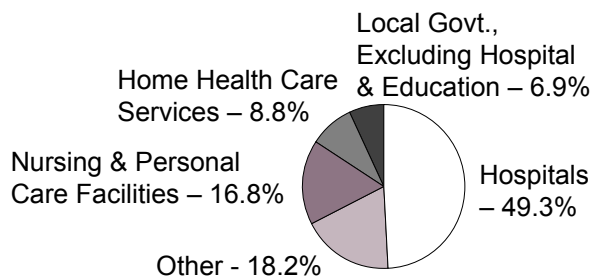
OES Code: 325020

Registered Nurses administer nursing care to ill or injured persons. This group includes administrative, public health, industrial, private duty, and surgical nurses. Licensing or registration is required. Please do not include Nursing Instructors or Teachers.

EMPLOYMENT TRENDS

Size: 2,360 - 2,590 very large

Where The Jobs Are:



Projected Openings: 460
 New: 230
 Due to Separations: 230

Recruitment Methods:
 Employee Referrals 87%
 Newspaper Ads 80%
 Walk-in Applicants 47%

Projections:

Employer Findings: Many employers in this study project employment for this occupation to grow over the next two years.

EDD Projections: The new job trend rate for Registered Nurses is 9.7%, which is average when compared to the average growth rate of 9.3% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find inexperienced applicants and moderately difficult to find experienced applicants. Employer demand is somewhat to considerably greater than supply. Applicants may encounter little or no competition in their job search.

During the last 12 months, some of the vacancies filled were created by turnover, or temporary or new positions, and a few resulted from promotions.

Male/Female Percentage: Employers reported that 93% of the positions were filled by females.

Promotional Opportunities: Most employers reported that Registered Nurses may be promoted to:

- Manager
- Supervisor of Nursing Unit
- Director of Nursing
- Administrator
- Clinical Coordinator

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Discourages

Housing Regulations
 Local Government regulations
 Local taxes

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$17.50 - 22.00	\$18.10
Experience/New to Firm	\$13.00 - 25.00	\$20.00
3+ Yrs. Experience with Firm	\$16.00 - 30.00	\$22.38

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$13.00 - 17.00	\$16.95
3+ Yrs. Experience with Firm	\$16.00 - 19.00	\$18.26

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$17.54 - 22.00	\$18.25
Experience/New to Firm	\$13.64 - 25.00	\$21.50
3+ Yrs. Experience with Firm	\$17.90 - 30.00	\$23.00

Wage Notes: Union wages were reported by 13% of the employers. Union employers generally pay at the top end of all wage ranges.

Employer Profile: 15 employers supplied the data for this occupation, 4 from North County and 11 from South County, representing a total of 1325 positions. Of the positions reported, 48% were full-time, 27% were part-time, and 25% were temporary or on-call. A few employers reported that full-time hours may exceed 40 per week and may be as high as 45.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	27%	0%	73%	0%	0%	7%
Dental	7%	0%	73%	0%	7%	7%
Vision	27%	13%	40%	0%	7%	0%
Life	47%	13%	27%	0%	7%	7%
Other	0%	0%	7%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	80%	47%	7%	0%	0%	0%
Vacation	87%	47%	7%	0%	0%	0%
Retirement	33%	13%	33%	0%	13%	7%
Child Care	0%	0%	20%	0%	0%	0%

Other Benefits: Other employer-specified benefits include 401 (K) Plans.

EMPLOYER REQUIREMENTS

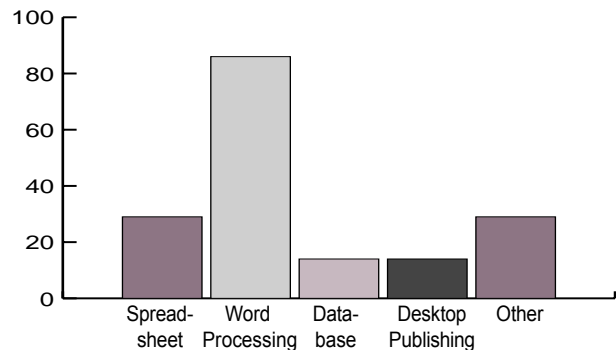
Education: Many employers require recent hires to have a high school diploma or the equivalent and most require a college degree.

Experience/Training: Many responding employers require an average of 18 months of work-related experience, primarily in Nursing, but some will substitute training for experience.

Most Important to Least Important Skills:

- Analyze patient information
- Work as part of a team
- Apply interpersonal communication skills
- Apply counseling techniques
- Read and understand directions
- Use spreadsheet programs

Computer Skills: Many employers report that Registered Nurses do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Nursing (R.N. Training)



DESCRIPTION	UNIT COST
MINI AT System Unit	\$1,834.00
MINI AT System Unit	\$1,888.00
MINI AT System Unit	\$1,325.00
MINI AT System Unit	\$1,325.00
MINI AT System Unit	\$1,325.00
with 3.5" floppy drive B-1	\$1,962.00
Memory Upgrade (20MB Modules)	
Data Products 0450	\$1,395.00
Comarc 3.5" Reviews	
Data Products 0852	\$1,395.00
Parallel Printer Cables	\$19.95
Smart size I/O Cards	\$8.00
Logicals	\$8.00
Logicals 3300	\$8.00
I/O Card with	\$8.00
Parallel I/O Card	\$8.00

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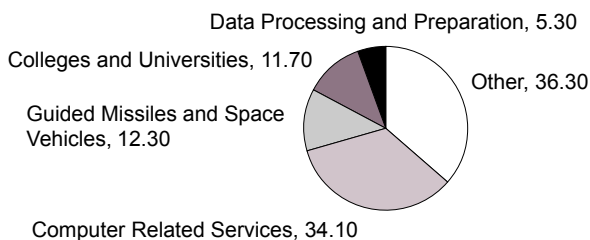
OES Code: 251020

Systems Analysts, Electronic Data Processing, analyze business, scientific, and technical problems for application to electronic data processing systems. Not included are persons working primarily as engineers, mathematicians, programmers, or scientists.

EMPLOYMENT TRENDS

Size: 600 - 960 medium

Where The Jobs Are:



Projected Openings:	410
New:	360
Due to Separations:	50

Recruitment Methods:	
In-House Promotion or Transfer	75%
Employee Referrals	38%
Newspaper Ads	50%
Private Employment Agencies	13%
Employment Development Department	0%
School, program referrals	13%
Union Hall referrals	0%
Walk-in Applicants	0%
Trade Journals	13%
Internet	75%
Colleges/Universities	13%
Other	0%

Projections:

Employer Findings: Many employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Systems Analyst is 60%, which is growing faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced and inexperienced applicants. Employer demand is considerably greater than supply. Applicants may encounter no competition in their job search.

During the last 12 months, most of the vacancies filled were created by turnover and a few resulted from promotions or new positions.

Male/Female Percentage: Employers reported that 67% of the positions were filled by males.

Promotional Opportunities: Most employers reported that Systems Analysts may be promoted to:

- Information Systems Managers
- Database Administrators

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY-Non-Union	RANGE	MEDIAN
Entry Level/No Experience	\$18.00 - 18.00	\$18.00
Experience/New to Firm	\$19.39 - 33.56	\$21.63
3+ Yrs. Experience with Firm	\$23.32 - 40.75	\$27.50

SANTABARBARACOUNTY-Union	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$23.37 - 26.41	\$24.89
3+ Yrs. Experience with Firm	\$25.44 - 30.57	\$28.01

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ N/A	\$ N/A
3+ Yrs. Experience with Firm	\$ N/A	\$ N/A

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ N/A	\$ N/A
3+ Yrs. Experience with Firm	\$ N/A	\$ N/A

Wage Notes: Union wages were reported by 25% of the employers. Union employers generally pay at the top end of all wage ranges.

Employer Profile: 8 employers supplied the data for this occupation, 3 from North County and 5 from South County, representing a total of 39 positions. Of the positions reported, 100% were full-time. A few employers reported full-time hours exceed 40 per week and may be as high as 45.

Benefits:	Employer		Shared Cost		Employee	
	Pays All				Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	38%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	38%	0%				
Vision	38%	0%				
Life	75%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	100%	0%				
Vacation	100%	0%				
Retirement	25%	0%				
Child Care	0%	0%				

Other Benefits: No other benefits were mentioned.

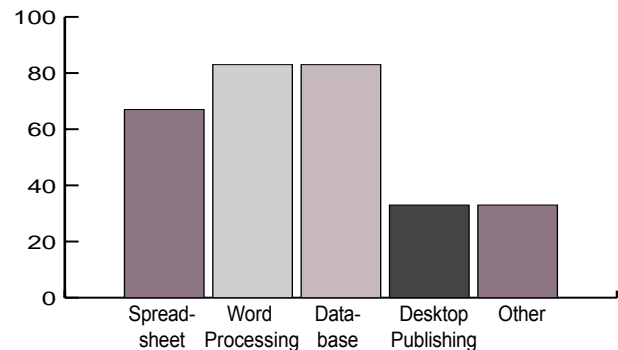
EMPLOYER REQUIREMENTS

Education: All employers require recent hires to have either an associate or bachelor degree.

Experience/Training: Almost all responding employers require 12-24 months of work-related experience, primarily in systems analysis, but most will substitute training for experience.

Most Important Skills:
 Internet development
 Keep up with new technology
 Communicate technical information
 Be detail-oriented
 Set-up multi-user systems
 Maintain multi-user systems

Computer Skills: All employers report that Systems Analysts do use computers.



TRAINING PROVIDERS

Computer Careers, Santa Maria
 Programs: Computer Systems Analysis

Computer Focus, Carpinteria
 Programs: Computer Systems Analysis

Computer Support Services, Santa Maria
 Programs: Computer Systems Analysis



OES Code: 313030

Preschool Teachers instruct children (normally up to 5 years of age) in activities designed to promote social, physical, and intellectual growth needed for primary school in preschool, day care center, or other child development facility. May be required to hold State certification.

EMPLOYMENT TRENDS

Size: 370 - 420 medium

Where The Jobs Are: N/A

Projections:

Employer Findings: Many employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Teachers, Preschool is 13.5%, which is growing faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Projected Openings: 100
 New: 50
 Due to Separations: 50

Recruitment Methods:	
In-House Promotion or Transfer	45%
Employee Referrals	50%
Newspaper Ads	73%
Private Employment Agencies	5%
Employment Development Department	0%
School, program referrals	23%
Union Hall referrals	0%
Walk-in Applicants	27%
Trade Journals	5%
Internet	5%
Colleges/Universities	41%
Other	9%

During the last 12 months, some of the vacancies were from turnover or new positions and a few resulted from temporary positions or promotions.

Male/Female Percentage: Employers reported that 90% of the positions were filled by females.

Promotional Opportunities: Most employers reported that Teachers-Preschool may be promoted to:

- Head-Teachers
- Administrators
- Directors
- Early Childhood Supervisors

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 17.00	\$ 6.50
Experience/New to Firm	\$ 6.05 - 14.77	\$ 8.00
3+ Yrs. Experience with Firm	\$ 7.00 - 15.44	\$ 9.83

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 6.05 - 8.50	\$ 7.00
3+ Yrs. Experience with Firm	\$ 7.00 - 9.65	\$ 8.00

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 7.00 - 14.77	\$ 8.50
3+ Yrs. Experience with Firm	\$ 9.00 - 15.44	\$10.50

Wage Notes: Union wages were reported by 9% of the employers. Union employers generally pay at the top end of all wage ranges.

Employer Profile: 22 employers supplied the data for this occupation, 10 from North County and 12 from South County, representing a total of 250 positions. Of the positions reported, 46% were full-time, 40% were part-time and 15% were temporary or on-call.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	52%	14%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	29%	5%				
Vision	14%	5%				
Life	19%	5%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	81%	33%				
Vacation	86%	33%				
Retirement	24%	5%				
Child Care	24%	5%				

Other Benefits: Other employer-specified benefits include paid holidays and some education.

EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have a high school diploma or the equivalent and some require an associate or bachelor degree.

Experience/Training: Many responding employers require 6-36 months of work-related experience, primarily in dealing with young children, but most will substitute training for experience.

Most Important Skills:

First Aid/CPR

Continuing education

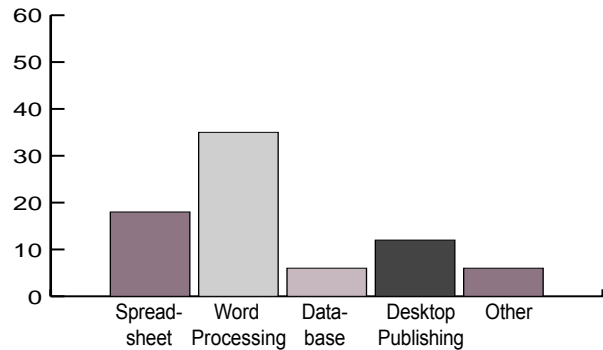
Interact with children

Good oral communication skills

Understand a variety of cultures

Develop curriculum and instructional methods

Computer Skills: Some employers report that Teachers - Preschool do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Child Growth, Care and Development Studies

Santa Barbara County Regional Occupational Program, Santa Barbara

Programs: Careers with Children



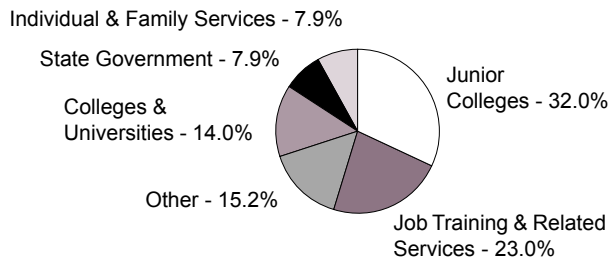
OES Code: 315140

Vocational and Educational Counselors counsel individuals and provide group educational and vocational guidance services.

EMPLOYMENT TRENDS

Size: 160 small

Where The Jobs Are:



Projected Openings: 40
 New: 20
 Due to Separations: 20

Recruitment Methods:

In-House Promotion or Transfer	56%
Employee Referrals	50%
Newspaper Ads	78%
Private Employment Agencies	33%
Employment Development Department	39%
Public school or program referrals	44%
Private school referrals	22%
Union Hall referrals	0%
Hire unsolicited applicants	28%
Other	17%

Projections:

Employer Findings: Many employers in this study project employment for this occupation to grow over the next three years.

EDD Projections: The new job trend rate for Vocational and Educational Counselors is 12.5%, which is growing faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers reported having little difficulty finding both inexperienced and experienced applicants. Employer demand is considerably greater than supply. This indicates that job seekers may experience some competition.

During the last 12 months, many of the vacancies filled were new positions, some were created by turnover, and a few were due to promotions or temporary positions.

Male/Female Percentage: Employers reported that 72% of the positions were filled by females.

Promotional Opportunities: Almost all employers reported that Vocational and Educational Counselors may be promoted to:

- Project/Program Managers
- Administrative Positions
- Supervisors
- Coordinators
- Directors

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY-Non-Union	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 10.94	\$ 9.00
Experience/New to Firm	\$ 5.75 - 16.77	\$10.94
3+ Yrs. Experience with Firm	\$ 5.75 - 32.32	\$11.99

SANTABARBARACOUNTY-Union	RANGE	MEDIAN
Entry Level/No Experience	\$12.00 - 23.33	\$14.35
Experience/New to Firm	\$12.60 - 25.92	\$15.45
3+ Yrs. Experience with Firm	\$13.25 - 26.95	\$16.25

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 23.33	\$11.47
Experience/New to Firm	\$ 5.75 - 25.92	\$11.75
3+ Yrs. Experience with Firm	\$ 5.75 - 26.95	\$13.24

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.50 - 15.45	\$ 9.50
Experience/New to Firm	\$ 8.00 - 16.77	\$12.17
3+ Yrs. Experience with Firm	\$ 8.41 - 32.32	\$13.74

Wage Notes: Union wages were reported by 28% of the employers. Junior Colleges and Technical Institutes pay at the high end of the wage ranges.

Employer Profile: 18 employers supplied the data for this occupation, 8 from North County and 10 from South County, representing a total of 247 positions. Of the positions reported, 78% were full-time and 22% were part-time.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	100%	12%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	100%	12%				
Vision	47%	0%				
Life	65%	6%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	94	12%				
Vacation	82%	12%				
Retirement	71%	18%				
Child Care	0%	0%				

Other Benefits: Other employer-specified benefits include long-term disability, tax shelter annuities, Section 125 plans, flexible benefit plans, and employee assistance programs.

EMPLOYER REQUIREMENTS

Education: Employers report that almost all recent hires have completed high school or the equivalent and many have either an associate or bachelor degree. A bachelor or master degree in counseling or a related field may be required by some employers.

Experience/Training: Almost all responding employers require 3-60 months of work-related experience, primarily counseling or vocational service, but most will substitute training for experience.

Most Important Skills:

Advanced computer skills

Knowledge of labor law changes

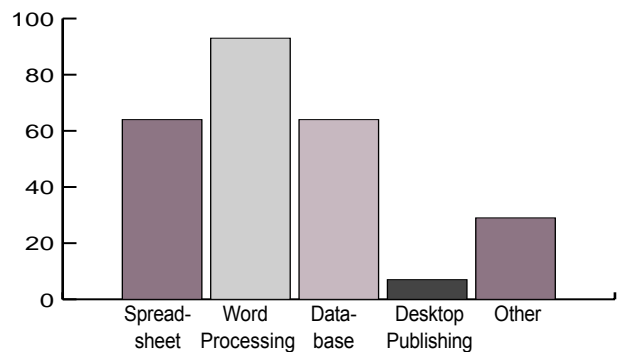
Good oral communication skills

Work independently

Ability to interview others for information

Problem solving skills

Computer Skills: Almost all employers report that Vocational and Educational Counselors do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Social Sciences, General

Antioch University, Santa Barbara

Programs: Psychology, General

Chapman University Academic Center, VAFB

Programs: Psychology, General
Social Sciences, General

The Fielding Institute, Santa Barbara

Programs: Psychology, General
Social Science, General
Community Psychology

Pacifica Graduate Institute, Carpinteria

Programs: Psychology, General
Counseling Psychology

Santa Barbara City College, Santa Barbara

Programs: Psychology, General

University of California Extension, Santa Barbara

Programs: Psychology, General
Counseling Psychology
Counselor Ed. Counseling & Guidance

University of California, Santa Barbara

Programs: Psychology, General
Social Psychology

University of LaVerne, VAFB

Programs: Counselor Ed. Counseling & Guidance

Westmont College, Santa Barbara

Programs: Psychology, General
Social Psychology



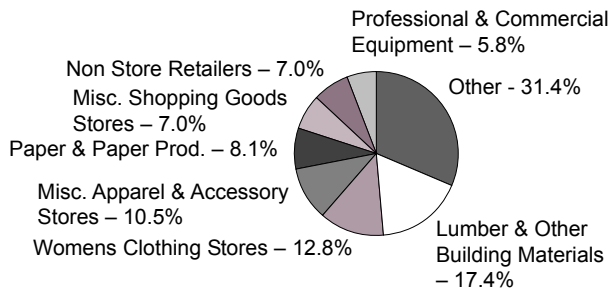
OES Code: 213020

Wholesale and Retail Buyers buy merchandise or commodities (other than farm products) for resale to consumers at the wholesale or retail level, including both durable and nondurable goods. They analyze past buying trends, sales records, and the price and quality of merchandise to determine value and yield. Buyers select, order, and authorize payment of merchandise according to contractual agreements. They may conduct meetings with sales personnel and introduce new products. Please include Assistant Buyers.

EMPLOYMENT TRENDS

Size: 90 - 90 small

Where The Jobs Are:



Projected Openings: 20
 New: 0
 Due to Separations: 20

Recruitment Methods:
 In-House Promotion or Transfer 64%
 Employee Referrals 64%
 Newspaper Ads 57%

Projections:

Employer Findings: Many employers in this study project employment for this occupation to either remain stable or grow over the next two years.

EDD Projections: The new job trend rate for Wholesale & Retail Buyers is 0%, which remains stable when compared to the average growth rate of 9.3% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find inexperienced and moderately difficult to find experienced applicants. Employer demand is considerably greater than supply. Applicants may encounter no competition in their job search.

During the last 12 months, most of the vacancies filled were created by turnover and many resulted from promotions.

Male/Female Percentage: Employers reported that 50% of the positions were filled by males.

Promotional Opportunities: Many employers reported that Wholesale & Retailer Buyers may be promoted to:

- Manager
- District Supervisor
- Senior Assistant
- Human Resources
- Director

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Discourages

Housing Regulations
 Local Government regulations
 Financing
 Childcare Services
 Local taxes
 Site for location and expansion

WAGES AND BENEFITS

SANTABARBARACOUNTY		
	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 11.51	\$ 8.33
Experience/New to Firm	\$ 7.00 - 16.78	\$10.42
3+ Yrs. Experience with Firm	\$ 8.00 - 19.18	\$14.00
NORTHCOUNTY		
	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 8.50	\$ 7.67
Experience/New to Firm	\$ 7.00 - 10.42	\$ 9.30
3+ Yrs. Experience with Firm	\$ 8.00 - 15.62	\$12.71
SOUTHCOUNTY		
	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.50 - 11.51	\$10.00
Experience/New to Firm	\$ 9.00 - 16.78	\$12.00
3+ Yrs. Experience with Firm	\$11.99 - 19.18	\$14.50

Wage Notes: All wages reported were non-union.

Employer Profile: 15 employers supplied the data for this occupation, 6 from North County and 9 from South County, representing a total of 42 positions. Of the positions reported, 79% were full-time and 21% were part-time. A few employers reported that full-time hours exceed 40 per week and may be as high as 42.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	73%	7%	7%	0%	7%	0%
Dental	40%	7%	7%	0%	13%	0%
Vision	40%	7%	7%	0%	0%	0%
Life	40%	0%	7%	0%	7%	0%
Other	7%	0%	0%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	60%	7%	0%	0%	7%	0%
Vacation	80%	7%	0%	0%	7%	0%
Retirement	33%	7%	20%	0%	20%	0%
Child Care	0%	0%	0%	0%	0%	0%

Other Benefits: Other employer-specified benefits include gym membership.

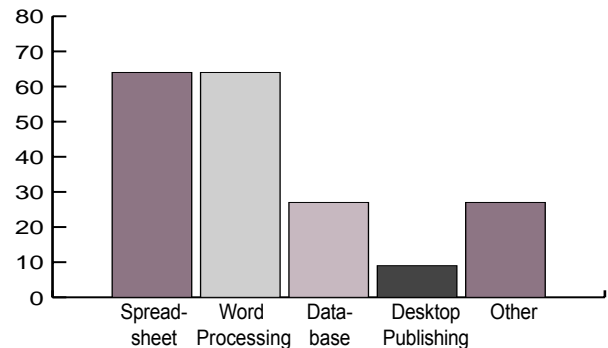
EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent and a few require a college degree.

Experience/Training: Some responding employers require an average of 24 months of work-related experience, primarily in buying, but many will substitute training for experience.

Most Important to Least Important Skills:
 Use computers to organize and locate parts & inventory
 Use appraisal techniques when purchasing or trading merchandise
 Manage inventories and supplies
 Recognize and evaluate product quality as part of sales activities
 Provide customer service
 Apply interpersonal communication techniques

Computer Skills: Most employers report that Wholesale and Retail Buyers do use computers.



TRAINING PROVIDERS

Lompoc Unified Adult School, Lompoc
 Programs: General Buying Operations



Non-OES Code: 522685999

Wine Fermenters tend tanks that convert (ferment) crushed fruit or must into wines by dumping or shoveling specified amounts of crushed fruits into wine tanks and starting pump to admit premeasured amounts of syrup, or by pouring and dumping specified amount of chemicals and yeast into tanks containing must to prevent bacteria growth and to induce fermentation.

EMPLOYMENT TRENDS

Size: N/A

Where The Jobs Are: N/A

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.
EDD Projections: The new job trend rate for Wine Fermenters is not available. The average growth rate is 9.3% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced applicants and moderately difficult to find inexperienced applicants. Employer demand is somewhat to considerably greater than supply. Applicants may encounter little or no competition in their job search.

Projected Openings: N/A
New: N/A
Due to Separations: N/A

During the last 12 months, many of the vacancies filled were temporary positions and few were new positions, or resulted from promotions.

Recruitment Methods:
Employee Referrals 89%
Walk-in Applicants 56%
In-House Promotion or Transfer 56%

Male/Female Percentage: Employers reported that 84% of the positions were filled by males.

Promotional Opportunities: Most employers reported that Wine Fermenters may be promoted to:

- Cellar Master
- Assistant Winemaker
- Foreman

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Discourages

Housing Regulations
Local Government regulations
Local transportation
Local taxes
Sites for location and expansion

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 9.01	\$ 7.49
Experience/New to Firm	\$ 7.00 - 13.00	\$ 8.00
3+ Yrs. Experience with Firm	\$ 9.25 - 21.00	\$11.00

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 9.01	\$ 7.49
Experience/New to Firm	\$ 7.00 - 9.18	\$ 8.00
3+ Yrs. Experience with Firm	\$ 9.25 - 21.00	\$11.00

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ N/A	\$ N/A
3+ Yrs. Experience with Firm	\$ N/A	\$ N/A

Wage Notes: All wages reported were non-union.

Employer Profile: 9 employers from North County supplied the data for this occupation, representing a total of 74 positions. Of the positions reported, 54% were full-time, 3% were part-time, and 43% were seasonal. A few employers reported that full-time hours exceed 40 per week and may be as high as 42.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	33%	0%	44%	0%	0%	0%
Dental	22%	0%	33%	0%	0%	0%
Vision	11%	0%	22%	0%	0%	0%
Life	44%	0%	22%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	56%	0%	11%	0%	0%	0%
Vacation	67%	0%	11%	0%	0%	0%
Retirement	11%	0%	22%	0%	11%	0%
Child Care	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

EMPLOYER REQUIREMENTS

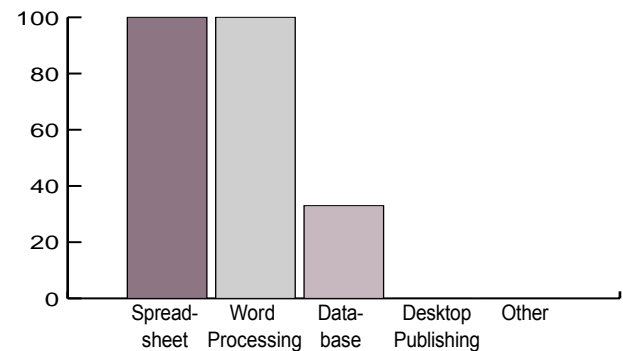
Education: Many employers do not require recent hires to have a high school diploma or the equivalent.

Experience/Training: Some responding employers require an average of 16 months of work-related experience, primarily in wine fermenting.

Most Important to Least Important Skills:

- Collect & analyze data
- Perform technical duties accurately
- Understand wine production methods & techniques
- Apply wine chemistry principles
- Apply quality assurance techniques
- Keep accurate records and maintain files

Computer Skills: Some employers report that Wine Fermenters do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Viticulture

Santa Barbara City College, Santa Barbara
Programs: Horticulture Science

Santa Barbara County Regional Occupational Program (ROP), Santa Maria

Programs: Horticulture Services Operation and Management

SALES AND RELATED OCCUPATIONS

Agricultural Sales Workers



OES Code: 490080999

Agricultural Sales Workers perform retail and/or wholesale sales in farm-related businesses such as chemical, seed, and equipment sales companies and horticultural and agricultural service businesses. Workers should be able to acquire product knowledge, be able to inform customers of product attributes, and make recommendations to customers on a limited basis. May also receive money, prepare invoices and/or bills, and operate weighing equipment.

EMPLOYMENT TRENDS

Size: Not available

Where The Jobs Are:

Industry information is not available

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next three years.

EDD Projections: The new job trend rate for Agricultural Sales Workers is not available.

Supply/Demand: Employers reported having little difficulty finding inexperienced applicants and some difficulty finding experienced applicants. This indicates that job seekers may experience little or some competition.

During the last 12 months, most of the vacancies filled were created by turnover, some were new positions, and a few resulted from promotions.

Male/Female Percentage: Employers reported that 72% of the positions were filled by males.

Projected Openings: Not available

Recruitment Methods:

In-House Promotion or Transfer	53%
Employee Referrals	74%
Newspaper Ads	47%
Private Employment Agencies	32%
Employment Development Department	0%
Public school or program referrals	5%
Private school referrals	0%
Union Hall referrals	0%
Hire unsolicited applicants	11%
Other	11%

Promotional Opportunities: Most employers reported that Agricultural Sales Workers may be promoted to:

- Agricultural Sales Managers
- Managers
- Sales Managers

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 14.38	\$ 8.96
Experience/New to Firm	\$ 5.75 - 23.01	\$12.00
3+ Yrs. Experience with Firm	\$ 7.00 - 30.69	\$16.83
NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 14.38	\$ 8.97
Experience/New to Firm	\$ 5.75 - 14.38	\$11.72
3+ Yrs. Experience with Firm	\$ 7.00 - 23.97	\$16.09
SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 14.38	\$ 8.00
Experience/New to Firm	\$ 8.00 - 23.01	\$11.76
3+ Yrs. Experience with Firm	\$10.00 - 30.69	\$16.50

Wage Notes: All wages reported were non-union. A few employers pay commission based on the amount of the sales. A few employers commented that expenses may be reimbursed.

Employer Profile: 19 employers supplied the data for this occupation, 10 from North County and 9 from South County, representing a total of 99 positions. Of the positions reported, 98% were full-time and 2% were part-time. Some employers reported full-time hours exceed 40 hours and may be as high as 60.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	94%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	61%	0%				
Vision	28%	0%				
Life	56%	0%				
Other	0%	0%				
Sick Leave	61%	6%				
Vacation	78%	6%				
Retirement	39%	6%				
Child Care	0%	0%				

Other Benefits: Other employer-specified benefits include profit sharing and incentive plans.

EMPLOYER REQUIREMENTS

Education: Employers report that all recent hires have completed high school or the equivalent and some have completed college course work (but not necessarily a degree). A few employers commented that a Pest Control Advisors license or certificate may be required.

Experience/Training: Almost all responding employers require 6-24 months of work-related experience, primarily in the agricultural industry, but almost all will substitute training for experience.

Most Important Skills:

Computer skills

Positive attitude

Communicate effectively with the public

Work under pressure

Organize and manage time effectively

Solve problems

Computer Skills: Many employers report that Agricultural Sales Workers do use computers.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Agribusiness

Santa Barbara City College, Santa Barbara

Programs: Horticulture Science

Santa Barbara County Regional Occupational Program, Santa Maria

Programs: Agricultural Mechanization, General Agricultural Animal Husbandry & Production
Horticulture Services Operations & Management

CLERICAL AND ADMINISTRATIVE OCCUPATIONS

Administrative Assistants
Data Entry Keyers
General Office Clerks
Insurance Policy Processing Clerks
Loan and Credit Clerks
Secretaries, Except Legal and Medical
Secretaries, Legal
Stock Clerks - Stockroom, Warehouse, Storage
Tellers



Non-OES Code: 169167997

Administrative Assistants aid executives by coordinating, analyzing, and improving office services, such as personnel, budget, and operating practices. They analyze personnel requirements, study methods of improving performance standards, and analyze jobs for wage-and-salary adjustments and promotions. They analyze budgetary requirements and expenditures, and study methods to implement cost reduction. They analyze operating practices and create systems, or revise established procedures to simplify and improve reporting procedures, work flow, record keeping systems, forms control, office layout, or suggestion systems. They interpret operating policies and, prepare reports with recommendations for solutions of administrative problems, and answer correspondence. They may direct services, such as maintenance, repair, supplies, and mail.

EMPLOYMENT TRENDS

Size: N/A

Where The Jobs Are: N/A

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Administrative Assistants is not available. The average growth rate is 9.3% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Projected Openings: N/A
 New: N/A
 Due to Separations: N/A

During the last 12 months, many of the vacancies filled were created by turnover or new positions, and some resulted from promotions.

Recruitment Methods:
 Employee Referrals 78%
 Newspaper Ads 67%
 In-House Promotion or Transfer 56%

Male/Female Percentage: Employers reported that 82% of the positions were filled by females.

Promotional Opportunities: Most employers reported that Administrative Assistants may be promoted to:

- Manager
- Director of Operations
- Executive Assistant
- Human Resources Manager
- Analyst

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages
 School & Colleges
 Local EDA's

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 8.00 - 14.84	\$11.97
Experience/New to Firm	\$ 8.00 - 19.18	\$13.70
3+ Yrs. Experience with Firm	\$ 8.50 - 21.58	\$17.00

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 6.50 - 17.26	\$13.27
3+ Yrs. Experience with Firm	\$ 8.50 - 19.37	\$17.22

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$11.00 - 19.18	\$13.85
3+ Yrs. Experience with Firm	\$15.00 - 21.58	\$16.78

Wage Notes: 57 % of employees wages are covered by union/collective bargaining. Union employers generally pay at the top end of all wage ranges. Few firms also pay bonuses above wages stated.

Employer Profile: 19 employers supplied the data for this occupation, 9 from North County and 10 from South County, representing a total of 105 positions. Of the positions reported, 93% were full-time and 7% were part-time. Few employers reported that full-time hours exceed 40 per week and may be as high as 48.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	26%	5%	74%	5%	0%	0%
Dental	37%	5%	58%	5%	0%	0%
Vision	37%	5%	47%	5%	11%	0%
Life	53%	11%	32%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	79%	11%	11%	0%	0%	0%
Vacation	100%	11%	0%	0%	0%	0%
Retirement	47%	5%	32%	0%	11%	0%
Child Care	0%	0%	5%	0%	0%	0%

Other Benefits: Other employer-specified benefits include Accidental Death Insurance..

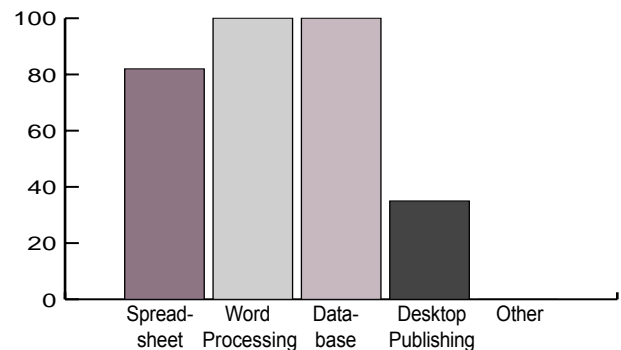
EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have a high school diploma or the equivalent and a few require a college degree.

Experience/Training: Most responding employers require an average of 22 months of work-related experience, primarily in accounting, but some will substitute training for experience.

Most Important to Least Important Skills:
 Apply interpersonal communication techniques
 Assist with business & managerial research
 Organize office processes
 Compose business correspondence
 Perform typing or data entry for extended periods of time
 Make appointments

Computer Skills: Almost all employers report that Administrative Assistants do use computers.



TRAINING PROVIDERS

Atlas Computer Center, Santa Maria
 Programs: Office Supervision & Management
 Administrative Asst./Secretarial
 Science, General

Lompoc Unified Adult School
 Programs: Administrative Asst./ Secretarial
 SScience, General

Santa Barbara Business College
 Programs: Administrative Assistant/Scretarial
 Science, General

Santa Barbara County Regional Occupational Program (ROP), Santa Maria and Santa Barbara
 Programs: Administrative Assistant/Scretarial
 Science, General

70 DATA ENTRY KEYERS-EXCEPT COMPOSING



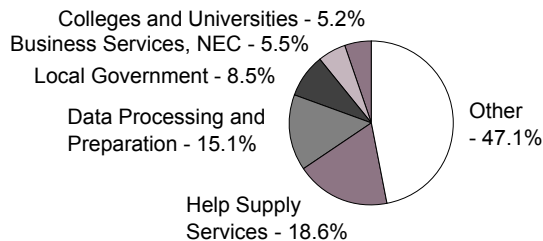
OES Code: 560170

Data Entry Keyers, except Composing, operate keypunch or key entry devices to prepare data processing input materials on cards, disk or tape. Their duties include machine entry recording, coding, or verifying alphabetic or numeric data. Please do not include workers who primarily work with a Data Entry Composing Machine.

EMPLOYMENT TRENDS

Size: 350 medium

Where The Jobs Are:



Projected Openings: 30
New: 20
Due to Separations: 10

Recruitment Methods:

In-House Promotion or Transfer	47%
Employee Referrals	59%
Newspaper Ads	88%
Private Employment Agencies	29%
Employment Development Department	41%
Public school or program referrals	24%
Private school referrals	12%
Union Hall referrals	0%
Hire unsolicited applicants	35%
Other	12%

Projections:

Employer Findings: Many employers in this study project employment for this occupation to grow over the next three years.

EDD Projections: The new job trend rate for Data Entry Keyers is 5.7%, which is growing slower than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers reported having little difficulty finding both inexperienced and experienced applicants. This indicates that job seekers may experience some competition.

During the last 12 months, some of the vacancies filled were temporary or new positions or were created by turnover, and a few resulted from temporary positions or promotions..

Male/Female Percentage: Employers reported that 71% of the positions were filled by females.

Promotional Opportunities: Almost all employers reported that Data Entry Keyers may be promoted to:

- Office Managers
- Supervisors
- Lead/Project Managers
- Billing Clerks

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY		
	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 8.31	\$ 8.00
Experience/New to Firm	\$ 7.00 - 11.51	\$ 8.00
3+ Yrs. Experience with Firm	\$ 7.00 - 15.00	\$10.00
NORTHCOUNTY		
	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 8.31	\$ 7.50
Experience/New to Firm	\$ 7.00 - 10.00	\$ 8.00
3+ Yrs. Experience with Firm	\$ 7.50 - 12.00	\$ 9.62
SOUTHCOUNTY		
	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 8.27	\$ 8.00
Experience/New to Firm	\$ 7.00 - 11.51	\$ 9.29
3+ Yrs. Experience with Firm	\$ 7.00 - 15.00	\$10.00

Wage Notes: All wages reported were non-union.

Employer Profile: 17 employers supplied the data for this occupation, 9 from North County and 8 from South County, representing a total of 91 positions. Of the positions reported, 71% were full-time, 24% were part-time, 2% were temporary or on-call, and 2% were seasonal.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	87%	7%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	67%	13%				
Vision	20%	0%				
Life	60%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	67%	13%				
Vacation	73%	13%				
Retirement	47%	7%				
Child Care	7%	0%				

Other Benefits: Other employer-specified benefits include 401(K) plans, Section 125 plans, stock ownership programs, and salary continuation programs.

EMPLOYER REQUIREMENTS

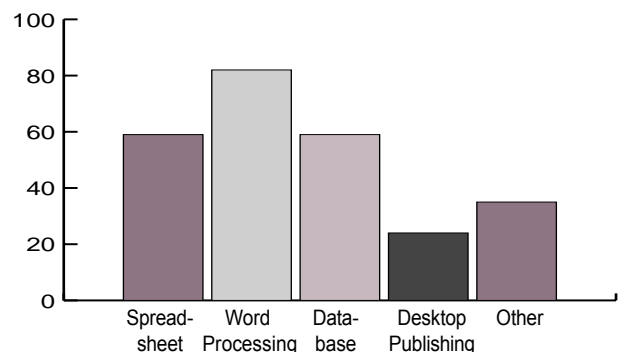
Education: Employers report that all recent hires have completed high school or the equivalent and many have completed college course work (but not necessarily a degree).

Experience/Training: Almost all responding employers require 6-18 months of work-related experience, primarily in data entry, but almost all will substitute training for experience.

Most Important Skills:

- Variety of computer skills
- Ergonomic safety awareness
- Be detail-oriented
- Work independently
- Knowledge of basic computer skills
- Organize and manage time effectively

Computer Skills: All employers report that Data Entry Keyers do use computers.



TRAINING PROVIDERS

Allan Hanock College, Santa Maria

Programs: Computer Business Info. Systems
Computer Science

Best One Computer Education Center, Santa Maria

Programs: Computer Science

Center for Employment Training, Santa Maria

Programs: Computer Science

Chapman University Academic Center, VAFB

Programs: Computer & Information Science
Computer Science

Coastal Valley College, Santa Maria

Programs: Data Processing Technician

Lompoc Unified Adult School, Lompoc

Programs: Business Computer Facilities Op.
Computer Science

Santa Barbara Business College

Programs: Administrative Business Systems
Business, General

Santa Barbara City College, Santa Barbara

Programs: Computer & Information Science

Santa Barbara Cty Regional Occupational Program

Programs: Business Info. & Data Processing
Data Processing Technician

University of California Extension, Santa Barbara

Programs: Business Computer Facilities Op.
Computer & Information Science
Computer Science

University of California, Santa Barbara

Programs: Computer & Information Science
Computer Science

72 GENERAL OFFICE CLERKS



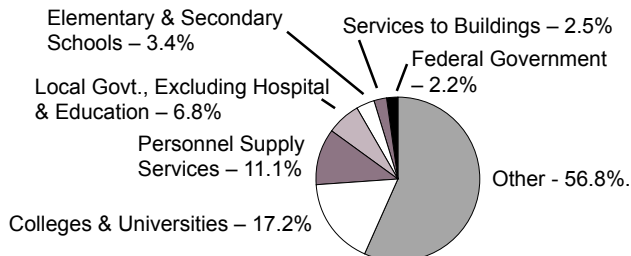
OES Code: 553470

General Office Clerks perform a wide variety of tasks. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of bookkeeping, typing, stenography, office machine operation, and filing. Please do not include workers whose duties are narrowly defined.

EMPLOYMENT TRENDS

Size: 3,890 - 3,970 very large

Where The Jobs Are:



Projected Openings: 710
New: 80
Due to Separations: 630

Recruitment Methods:

Method	Percentage
Employee Referrals	76%
Newspaper Ads	71%
Walk-in Applicants	41%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.
EDD Projections: The new job trend rate for General Office Clerks is 2.1%, which is growing slower than the average growth rate of 9.3% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter no competition in their job search.

During the last 12 months, many of the vacancies filled were created by turnover, few resulted from promotions, or were new or temporary positions.

Male/Female Percentage: Employers reported that 98% of the positions were filled by females.

Promotional Opportunities: Many employers reported that General Office Clerks may be promoted to:

- Administrative Assistant
- Supervisor
- Customer Service Representative
- Secretary
- Executive Assistant

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages
School & Colleges
Local transportation

Discourages
Housing Regulations
Local Government regulations
Local taxes

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 10.00	\$ 8.00
Experience/New to Firm	\$ 5.75 - 12.49	\$10.00
3+ Yrs. Experience with Firm	\$ 5.75 - 18.00	\$12.25

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 10.00	\$ 6.25
Experience/New to Firm	\$ 5.75 - 12.00	\$ 7.00
3+ Yrs. Experience with Firm	\$ 5.75 - 17.00	\$10.00

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.69 - 10.00	\$ 9.00
Experience/New to Firm	\$ 7.38 - 12.49	\$10.00
3+ Yrs. Experience with Firm	\$ 8.14 - 18.00	\$13.73

Wage Notes: 14.45% of employment represents union. Union employers generally pay at the top end of all wage ranges.

Employer Profile: 18 employers supplied the data for this occupation, 7 from North County and 11 from South County, representing a total of 63 positions. Of the positions reported, 75% were full-time and 25% were part-time. A few employers reported that full-time hours exceed 40 per week and may be as high as 50.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	33%	0%	39%	11%	0%	0%
Dental	22%	0%	33%	11%	0%	0%
Vision	17%	0%	17%	6%	6%	0%
Life	22%	6%	22%	0%	6%	0%
Other	0%	0%	0%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	67%	17%	0%	0%	0%	0%
Vacation	78%	28%	0%	0%	0%	0%
Retirement	17%	0%	22%	11%	11%	0%
Child Care	6%	0%	6%	0%	0%	0%

Other Benefits: No other benefits were reported.

EMPLOYER REQUIREMENTS

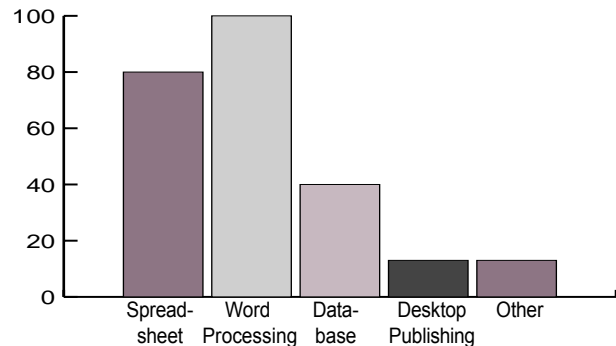
Education: Almost all employers require recent hires to have a high school diploma or the equivalent.

Experience/Training: Many responding employers require an average of 14 months of work-related experience, primarily in office work, but almost all will substitute training for experience.

Most Important to Least Important Skills:

- Provide customer service
- Follow and give instructions
- Keep records and maintain files
- Use computer
- Organize and work with detailed office or warehouse records
- Use correct grammar, punctuation and spelling

Computer Skills: Almost all employers report that General Office Clerks do use computers.



TRAINING PROVIDERS

Center for Employment Training

Programs: General Office/Clerical and Typing Services

Lompoc Unified Adult School

Programs: General Office/Clerical and Typing Services

Santa Barbara Business College

Programs: General Office/Clerical and Typing Services

Santa Barbara City College

Programs: General Office/Clerical and Typing Services

Santa Barbara County Regional Occupational Program (ROP), Santa Maria and Santa Barbara

Programs: General Office/Clerical and Typing Services

74 INSURANCE POLICY PROCESSING CLERKS



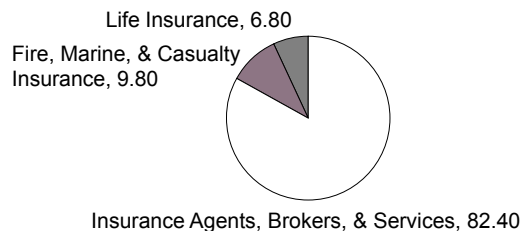
OES Code: 533140

Insurance Policy Processing Clerks process applications for, changes to, reinstatements of, and cancellations of insurance policies. Their duties include reviewing insurance applications to insure that all questions have been answered, compiling data on changes of insurance policies, changing policy records to conform to insured party's specifications, compiling data on lapsed insurance policies to determine automatic reinstatement according to company policies, canceling insurance policies as requested by agents, and verifying the accuracy of insurance company records. Please do not include Claims Clerks and Banking Insurance Clerks.

EMPLOYMENT TRENDS

Size: 100 - 110 small

Where The Jobs Are:



Projected Openings: 0
New: -10
Due to Separations: 10

Recruitment Methods:

In-House Promotion or Transfer	36%
Employee Referrals	64%
Newspaper Ads	43%
Private Employment Agencies	57%
Employment Development Department	7%
School, program referrals	7%
Union Hall referrals	0%
Walk-in Applicants	21%
Trade Journals	7%
Internet	7%
Colleges/Universities	0%
Other	0%

Projections:

Employer Findings: Many employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Insurance Policy Processing Clerks is -9.1%, which is declining when compared to the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced and inexperienced applicants. Employer demand is considerably greater than supply. Applicants may encounter no competition in their job search.

During the last 12 months, many of the vacancies filled were created by turnover, some were new positions, or resulted from promotions.

Male/Female Percentage: Employers reported that 95% of the positions were filled by females.

Promotional Opportunities: Most employers reported that Insurance Policy Processing Clerks may be promoted to:

- Licensed Insurance Agents
- Managers
- Supervisors
- Account Executives

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.25 - 15.55	\$ 8.50
Experience/New to Firm	\$ 7.50 - 19.70	\$12.00
3+ Yrs. Experience with Firm	\$ 8.00 - 25.00	\$15.41

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 7.50 - 16.78	\$ 9.86
3+ Yrs. Experience with Firm	\$ 8.00 - 19.18	\$12.00

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$11.99 - 19.70	\$14.31
3+ Yrs. Experience with Firm	\$12.10 - 25.00	\$17.10

Wage Notes: All wages reported were non-union.

Employer Profile: 14 employers supplied the data for this occupation, 7 from North County and 7 from South County, representing a total of 105 positions. Of the positions reported, 90% were full-time and 10% were part-time.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	50%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	29%	0%				
Vision	14%	0%				
Life	57%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	71%	7%				
Vacation	79%	7%				
Retirement	36%	0%				
Child Care	0%	0%				

Other Benefits: Other employer-specified benefits include Long-term Disability Insurance, Stocks and a Cafeteria Plan.

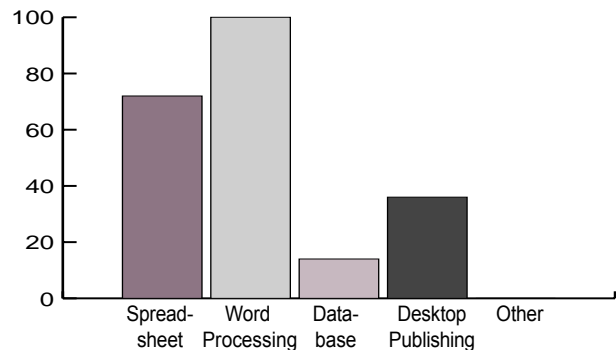
EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent and a few require college course work (but not necessarily a degree).

Experience/Training: Some responding employers require 6-24 months of work-related experience, primarily in customer service, but many will substitute training for experience.

Most Important Skills:
Read and verify data on applications
Ability to identify and solve problems
Collect premiums and issue receipts
Time management
Insurance industry experience
Continuing education

Computer Skills: All employers report that Insurance Policy Processing Clerks do use computers.



TRAINING PROVIDERS

Center for Employment Training, Santa Maria

Programs: Administrative and Secretarial Services, Other
General Office/Clerical & Typing

Lompoc Unified School District, Lompoc

Programs: Administrative Assistant/Secretarial
Science, General
General Office/Clerical & Typing

Santa Barbara Business College, Santa Maria

Programs: Administrative Assistant/Secretarial
Science, General
General Office/Clerical & Typing

Santa Barbara City College, Santa Barbara

Programs: Administrative and Secretarial Services, Other
General Office/Clerical & Typing

Santa Barbara County Regional Occupational Program, Santa Maria and Santa Barbara

Programs: Administrative Assistant/Secretarial
Science, General
General Office/Clerical & Typing

76 LOAN AND CREDIT CLERKS



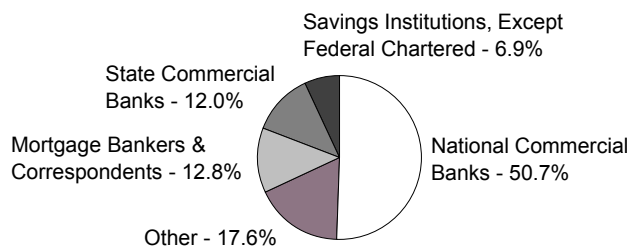
OES Code: 531210

Loan and Credit Clerks assemble documents, prepare papers, process applications, and complete transactions of individuals applying for loans and credit. Loan Clerks review loan papers to insure completeness; operate typewriters to prepare correspondence, reports, and loan documents from draft; and complete transactions between a loan establishment, borrowers, and sellers upon approval of loan. Credit Clerks interview applicants to obtain personal and financial data, determine credit worthiness, process applications, and notify customer of acceptance or rejection of credit. Please do not include loan interviewers.

EMPLOYMENT TRENDS

Size: 270 medium

Where The Jobs Are:



Projected Openings: 30
 New: 0
 Due to Separations: 30

Recruitment Methods:

In-House Promotion or Transfer	63%
Employee Referrals	81%
Newspaper Ads	75%
Private Employment Agencies	31%
Employment Development Department	13%
Public school or program referrals	0%
Private school referrals	0%
Union Hall referrals	0%
Hire unsolicited applicants	44%
Other	19%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to grow over the next three years.

EDD Projections: The new job trend rate for Loan and Credit Clerks is 0%, which is projected to remain stable when compared to the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers reported having some difficulty finding both inexperienced and experienced applicants. This indicates that job seekers may experience little competition.

During the last 12 months, many of the vacancies filled were created by turnover, some were new positions or resulted from promotions.

Male/Female Percentage: Employers reported that 85% of the positions were filled by females.

Promotional Opportunities: Most employers reported that Loan and Credit Clerks may be promoted to:

- Loan Officers
- Senior Positions
- Supervisors
- Managers
- Loan Sales Associates

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.77 - 11.99	\$ 9.59
Experience/New to Firm	\$ 7.00 - 14.38	\$11.27
3+ Yrs. Experience with Firm	\$ 8.00 - 19.18	\$12.66

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.77 - 10.55	\$ 8.63
Experience/New to Firm	\$ 7.00 - 14.38	\$ 9.98
3+ Yrs. Experience with Firm	\$ 8.00 - 16.78	\$11.51

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 8.00 - 11.99	\$10.34
Experience/New to Firm	\$ 8.50 - 14.38	\$11.51
3+ Yrs. Experience with Firm	\$10.00 - 19.18	\$13.48

Wage Notes: All wages reported were non-union. A few employers mentioned that a bonus and/or commission may be paid in addition to wages.

Employer Profile: 16 employers supplied the data for this occupation, 8 from North County and 8 from South County, representing a total of 74 positions. Of the positions reported, 96% were full-time and 4% were part-time.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	100%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	81%	0%				
Vision	69%	0%				
Life	75%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	100%	0%				
Vacation	94%	0%				
Retirement	88%	0%				
Child Care	13%	0%				

Other Benefits: Other employer-specified benefits include 401(K) plans, long-term disability, and jury duty pay.

EMPLOYER REQUIREMENTS

Education: Employers report that all recent hires have completed high school or the equivalent and a few require college course work (but not necessarily a degree). A Real Estate License may be required by a few employers.

Experience/Training: All responding employers require 6-24 months of work-related experience, primarily loan processing and/or banking/finance, but almost all will substitute training for experience.

Most Important Skills:

Various new computer skills

Financial analysis

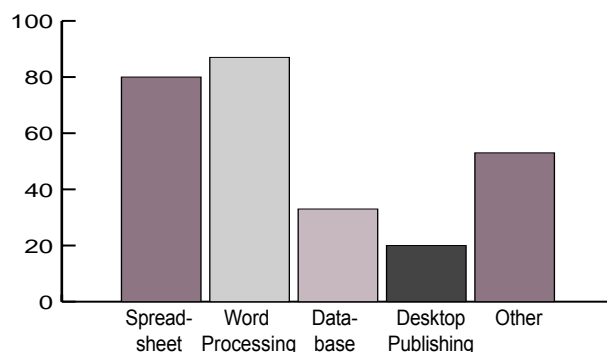
Customer service skills

Work under pressure

Perform detailed clerical work

Basic mathematical computations

Computer Skills: All employers report that Loan and Credit Clerks do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Accounting Technician
Real Estate

Center for Employment Training, Santa Maria

Programs: Finance, General

Santa Barbara Business College, Santa Barbara and Santa Maria

Programs: Accounting Technician

Santa Barbara City College

Programs: Accounting Technician

Santa Barbara County Regional Occupational Program, Santa Maria

Programs: Financial Services Marketing
Operations
Accounting Technician
Banking & Financial Support Services

Santa Barbara County Regional Occupational Program, Santa Barbara

Programs: Accounting Technician

University of California, Santa Barbara

Programs: Banking & Financial Support Services

78 PAYROLL AND TIMEKEEPING CLERKS



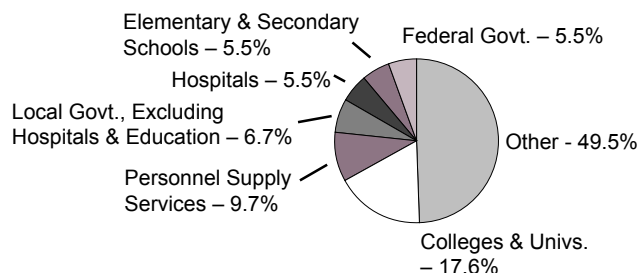
OES Code: 553410

Payroll and Timekeeping Clerks compute wages and post wage data to payroll records and/or keep a daily record showing time of arrival and departure from work of employees. They compute earnings from timesheets and work tickets using a calculator. They operate posting machines to compute and subtract deductions. They enter net wages on earnings record cards, check stubs, and payroll sheets.

EMPLOYMENT TRENDS

Size: 170 - 170 small

Where The Jobs Are:



Projected Openings: 20
 New: 0
 Due to Separations: 20

Recruitment Methods:
 Newspaper Ads 78%
 Employee Referrals 78%
 In-House Promotion or Transfer 50%

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Payroll and Timekeeping Clerks is 0%, which is stable when compared to the average growth rate of 9.3% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced applicants and moderately difficult to find inexperienced applicants. Employer demand is somewhat to considerably greater than supply. Applicants may encounter little or no competition in their job search.

During the last 12 months, all of the vacancies filled were created by turnover.

Male/Female Percentage: Employers reported that 100% of the positions were filled by females.

Promotional Opportunities: Many employers reported that Payroll and Timekeeping Clerks may be promoted to:

- Bookkeeper
- Accounts Payable
- Supervisor
- Department Manager
- Administrative Assistant

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages
 Schools & Colleges

Discourages
 Housing regulations
 Air service
 Sites for location and expansion

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 11.42	\$ 7.50
Experience/New to Firm	\$ 5.75 - 16.00	\$ 8.50
3+ Yrs. Experience with Firm	\$ 7.00 - 19.00	\$12.00

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 8.00	\$ 7.00
Experience/New to Firm	\$ 5.75 - 11.00	\$ 7.78
3+ Yrs. Experience with Firm	\$ 7.00 - 13.00	\$ 9.49

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$10.00 - 16.00	\$12.62
3+ Yrs. Experience with Firm	\$12.60 - 19.00	\$14.80

Wage Notes: Union wages were reported by few employers. Union employers generally pay at the top end of all wage ranges.

Employer Profile: 18 employers supplied the data for this occupation, 11 from North County and 7 from South County, representing a total of 23 positions. Of the positions reported, 78% were full-time and 22% were part-time. A few employers reported that full-time hours exceed 40 per week and may be as high as 42.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	17%	0%	72%	6%	0%	0%
Dental	22%	0%	61%	6%	0%	0%
Vision	28%	0%	33%	6%	0%	0%
Life	56%	0%	22%	6%	0%	0%
Other	0%	0%	0%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	72%	6%	6%	0%	0%	0%
Vacation	78%	11%	6%	0%	6%	0%
Retirement	22%	11%	17%	0%	17%	0%
Child Care	0%	0%	0%	0%	11%	0%

Other Benefits: No other benefits were reported.

EMPLOYER REQUIREMENTS

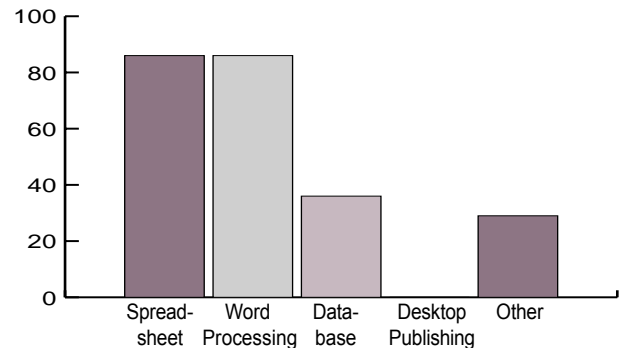
Education: Almost all employers require recent hires to have a high school diploma or the equivalent and a few require an Associate Degree.

Experience/Training: Many responding employers require an average of 18 months of work-related experience, primarily in clerical work, but many will substitute training for experience.

Most Important to Least Important Skills:

- Apply accounting principles
- Organize and prioritize workload
- Prepare reports
- Operate business machines
- Compute taxes
- Use spreadsheet

Computer Skills: Almost all employers report that Payroll and Timekeeping Clerks do use computers.



TRAINING PROVIDERS

Center for Employment Training

Programs: General Office/Clerical and Typing Services

Lompoc Unified Adult School

Programs: General Office/Clerical and Typing Services

Santa Barbara Business College

Programs: General Office/Clerical and Typing Services

Santa Barbara City College

Programs: General Office/Clerical and Typing Services

Santa Barbara County Regional Occupational Program (ROP), Santa Maria and Santa Barbara

Programs: General Office/Clerical and Typing Services



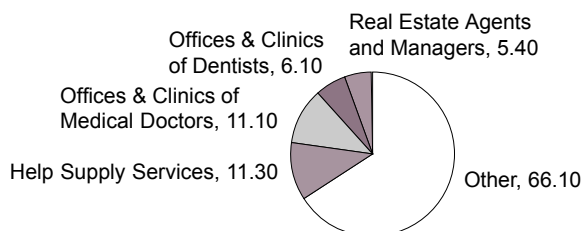
OES Code: 553050

Receptionists and Information Clerks answer inquiries and obtain information for the general public (customers, visitors, and other interested parties) concerning activities conducted at an establishment, such as the location of offices or persons within the firm, departments within the store, or services within the hotel. They may perform a variety of other clerical duties. Please do not include Receptionists who primarily operate switchboards.

EMPLOYMENT TRENDS

Size: 1,640 - 1,870 large

Where The Jobs Are:



Projected Openings: 490
 New: 230
 Due to Separations: 260

Recruitment Methods:

In-House Promotion or Transfer	25%
Employee Referrals	60%
Newspaper Ads	70%
Private Employment Agencies	15%
Employment Development Department	10%
School, program referrals	20%
Union Hall referrals	0%
Walk-in Applicants	45%
Trade Journals	0%
Internet	30%
Colleges/Universities	0%
Other	5%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Receptionists and Information Clerks is 14.0%, which is growing faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

During the last 12 months, many of the vacancies filled were new positions, some resulted from turnover and a few were temporary positions or resulted from promotions.

Male/Female Percentage: Employers reported that 70% of the positions were filled by females.

Promotional Opportunities: Most employers reported that Receptionists and Information Clerks may be promoted to:

- Office Managers
- Business/Office Administrators
- Clinic Managers
- Senior Clerks

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 10.50	\$ 8.00
Experience/New to Firm	\$ 6.50 - 12.11	\$ 9.00
3+ Yrs. Experience with Firm	\$ 7.00 - 14.00	\$11.00

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 8.00	\$ 7.00
Experience/New to Firm	\$ 6.50 - 10.00	\$ 8.25
3+ Yrs. Experience with Firm	\$ 7.00 - 12.00	\$ 9.38

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 8.00 - 10.50	\$ 9.50
Experience/New to Firm	\$ 7.50 - 12.11	\$ 9.75
3+ Yrs. Experience with Firm	\$ 9.00 - 14.00	\$12.25

Wage Notes: All wages reported were non-union.

Employer Profile: 21 employers supplied the data for this occupation, 10 from North County and 11 from South County, representing a total of 201 positions. Of the positions reported, 79% were full-time, 16% were part-time and 5% were temporary or on-call.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	52%	5%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	43%	0%				
Vision	10%	0%				
Life	24%	5%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	67%	24%				
Vacation	76%	23%				
Retirement	43%	9%				
Child Care	0%	0%				

Other Benefits: Other employer-specified benefits include holiday pay.

EMPLOYER REQUIREMENTS

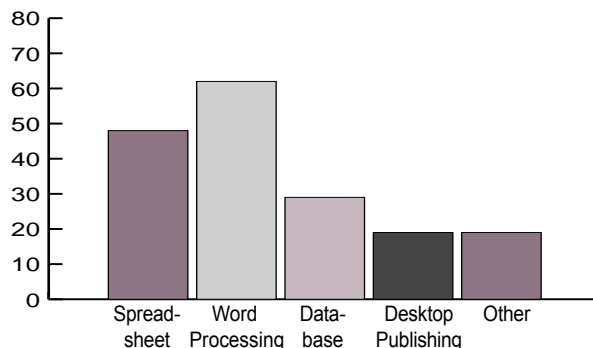
Education: Almost all employers require recent hires to have a high school diploma or the equivalent and a few do not require a high school diploma.

Experience/Training: Some responding employers require 6-12 months of work-related experience, primarily in general office, but many will substitute training for experience.

Most Important Skills:

- Organizational skills
- Good oral communication skills
- Work under pressure
- Identify and solve problems
- Schedule appointments
- Gather information

Computer Skills: All employers report that Receptionist and Information Clerks do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Receptionist

Center for Employment Training, Santa Maria

Programs: Administrative and Secretarial Services, Other
Gen. Office/Clerical & Typing Services

Coastal Valley College, Santa Maria

Programs: Receptionist

Lompoc Unified School District, Lompoc

Programs: Administrative Assistant/Secretarial Science, Other
Gen. Office/Clerical & Typing Services

Santa Barbara Business College, Santa Maria

Programs: Administrative Assistant/Secretarial Science, General
Gen. Office/Clerical & Typing Services

Santa Barbara City College, Santa Barbara

Programs: Administrative and Secretarial Services, Other
Gen. Office/Clerical & Typing Services

Santa Barbara County Regional Occupational Program, Santa Maria and Santa Barbara

Programs: Administrative Assistant/Secretarial Science, General
Gen. Office/Clerical & Typing Services

82 SECRETARIES, EXCEPT LEGAL AND MEDICAL



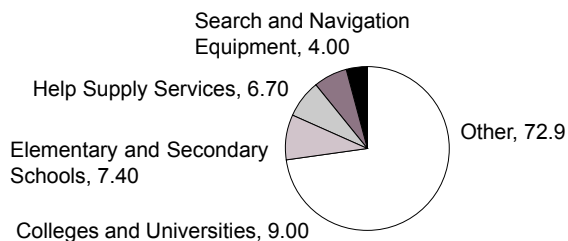
OES Code: 551080

Secretaries, except Legal and Medical, relieve officials of clerical work and minor administrative and business detail by scheduling appointments, giving information to callers, taking dictation, composing and typing routine correspondence, reading and routing incoming mail, and filing correspondence and other records. They may perform various other assigned clerical duties. Please do not include Medical and Legal Secretaries.

EMPLOYMENT TRENDS

Size: 3,070 - 3,330 very large

Where The Jobs Are:



Projected Openings: 610
New: 230
Due to Separations: 380

Recruitment Methods:

In-House Promotion or Transfer	42%
Employee Referrals	58%
Newspaper Ads	96%
Private Employment Agencies	19%
Employment Development Department	8%
School, program referrals	0%
Union Hall referrals	0%
Walk-in Applicants	31%
Trade Journals	0%
Internet	19%
Colleges/Universities	4%
Other	8%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Secretaries, General is 7.5%, which is growing slower than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

During the last 12 months, most of the vacancies filled were created by turnover, some were new positions, and a few were temporary positions or resulted from promotions.

Male/Female Percentage: Employers reported that 86% of the positions were filled by females.

Promotional Opportunities: Most employers reported that Secretaries may be promoted to:

- Executive Secretaries
- Managers
- Coordinators
- Directors

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 8.00	\$ 7.00
Experience/New to Firm	\$ 6.00 - 16.25	\$11.84
3+ Yrs. Experience with Firm	\$ 7.50 - 18.52	\$14.13

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 6.00 - 13.27	\$ 8.50
3+ Yrs. Experience with Firm	\$ 6.50 - 15.36	\$10.00

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 8.00 - 16.25	\$13.46
3+ Yrs. Experience with Firm	\$11.50 - 18.52	\$14.75

Wage Notes: Union wages were reported by 15% of the employers. Union employers generally pay the top end of all wage ranges.

Employer Profile: 26 employers supplied the data for this occupation, 9 from North County and 17 from South County, representing a total of 307 positions. Of the positions reported, 77% were full-time and 23% were part-time.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	46%	4%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	42%	0%				
Vision	27%	4%				
Life	58%	4%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	73%	8%				
Vacation	77%	8%				
Retirement	19%	4%				
Child Care	4%	0%				

Other Benefits: Other employer-specified benefits include Long-term Disability Insurance, Accidental Death Insurance and Paid Holidays.

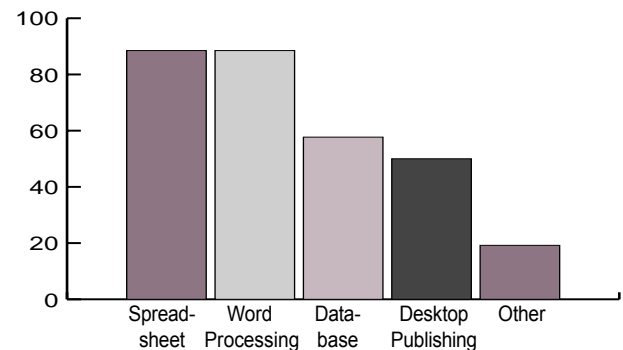
EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent and a few require college course work (but not necessarily a degree).

Experience/Training: Most responding employers require 6-48 months of work-related experience, primarily in any clerical, but most will substitute training for experience.

Most Important Skills:
 Computer/Internet knowledge
 Project management
 Good oral communication skills
 Work independently
 Use word processing software
 Compose and distribute meeting notes

Computer Skills: All employers report that Secretaries do use computers.



TRAINING PROVIDERS

Center for Employment Training, Santa Maria
 Programs: Administrative and Secretarial Services, Other
 Gen. Office/Clerical & Typing Services

Lompoc Unified School District, Lompoc
 Programs: Administrative and Secretarial Services, Other
 Gen. Office/Clerical & Typing Services

Santa Barbara Business College, Santa Maria
 Programs: Administrative Assistant/Secretarial Science, General
 Gen. Office/Clerical & Typing Services

Santa Barbara City College, Santa Barbara
 Programs: Administrative and Secretarial Services, Other
 Gen. Office/Clerical & Typing Services

Santa Barbara County Regional Occupational Program, Santa Maria and Santa Barbara
 Programs: Administrative Assistant/Secretarial Science, General
 Gen. Office/Clerical & Typing Services



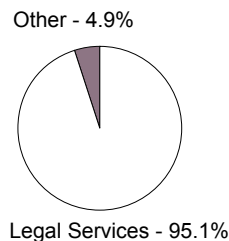
OES Code: 551020

Legal Secretaries prepare legal papers and correspondence of a legal nature, such as summonses, complaints, motions, and subpoenas. They must be familiar with legal terminology, procedures and documents, as well as legal research, and may review law journals and other legal publications to identify court decisions pertinent to pending cases and submit articles to company officials.

EMPLOYMENT TRENDS

Size: 300 medium

Where The Jobs Are:



Projected Openings: 60
 New: 20
 Due to Separations: 40

Recruitment Methods:

In-House Promotion or Transfer	33%
Employee Referrals	78%
Newspaper Ads	83%
Private Employment Agencies	44%
Employment Development Department	6%
Public school or program referrals	11%
Private school referrals	11%
Union Hall referrals	6%
Hire unsolicited applicants	22%
Other	11%

Projections:

Employer Findings: Employers in this study were evenly divided regarding employment outlook for this occupation. Nine of the employers expect employment in this occupation to remain stable over the next three years and nine employers expect growth.

EDD Projections: The new job trend rate for Secretaries, Legal is 6.7%, which is growing slower than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers reported having some difficulty finding both inexperienced and experienced applicants. This indicates that job seekers may experience little competition.

During the last 12 months, most of the vacancies filled were created by turnover, some were new positions, and a few were temporary positions.

Male/Female Percentage: Employers reported that 98% of the positions were filled by females.

Promotional Opportunities: Some employers reported that Secretaries may be promoted to:

- Paralegals
- Legal Assistants
- Assistants

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 16.00	\$ 8.00
Experience/New to Firm	\$ 6.50 - 19.18	\$11.77
3+ Yrs. Experience with Firm	\$ 9.78 - 30.00	\$14.41

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 9.60	\$ 7.49
Experience/New to Firm	\$ 6.50 - 11.54	\$ 9.60
3+ Yrs. Experience with Firm	\$ 9.78 - 13.00	\$11.54

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$10.00 - 16.00	\$12.00
Experience/New to Firm	\$12.00 - 19.18	\$15.00
3+ Yrs. Experience with Firm	\$15.82 - 30.00	\$18.00

Wage Notes: All wages reported were non-union.

Employer Profile: 18 employers supplied the data for this occupation, 9 from North County and 9 from South County, representing a total of 90 positions. Of the positions reported, 94% were full-time, 4% were part-time, and 1% were temporary or on-call.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	88%	6%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	59%	6%				
Vision	18%	0%				
Life	53%	6%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	88%	6%				
Vacation	100%	6%				
Retirement	59%	6%				
Child Care	12%	0%				

Other Benefits: Other employer-specified benefits include 401(K) plans and long-term disability plans.

EMPLOYER REQUIREMENTS

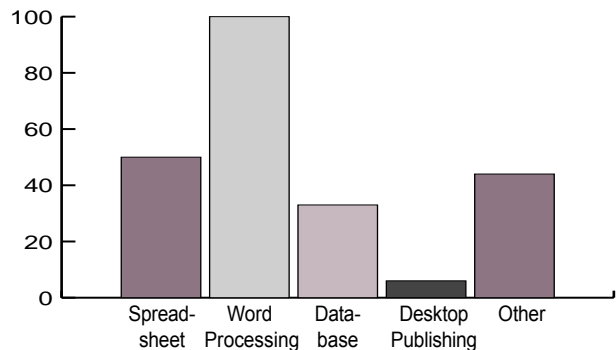
Education: Employers report that all recent hires have completed high school or the equivalent and many have college course work (but not necessarily a degree). A legal secretary or paralegal certificate may be required by some employers

Experience/Training: All responding employers require 12-60 months of work-related experience, primarily in the legal field or other secretarial positions, but many will substitute training for experience.

Most Important Skills:

Computer skills/Knowledge of Internet
Knowledge of Internet research methods
Ability to read & follow instructions
Good telephone answering skills
Knowledge of law office work
Knowledge of court proceedings

Computer Skills: All employers report that Secretaries, Legal do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Legal Administrative Asst./Secretary
Center for Employment Training

Programs: Administrative and Secretarial

Lompoc Unified Adult School, Lompoc

Programs: Administrative Asst./Secretarial

Santa Barbara Business College, Santa Barbara and Santa Maria

Programs: Administrative and Secretarial
Administrative Asst./Secretarial
Legal Office Systems

Santa Barbara City College, Santa Barbara

Programs: Administrative and Secretarial
Law and Legal Studies, Other

Santa Barbara County Regional Occupational Program, Santa Maria and Santa Barbara

Programs: Administrative Asst./Secretarial
Science

University of California Extension, Santa Barbara

Programs: Law and Legal Studies, Other
Legal Administrative Asst./Secretary

University of California, Santa Barbara

Law and Legal Studies, other



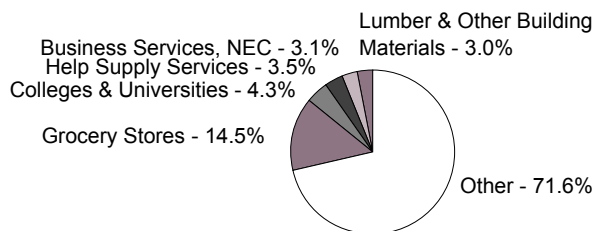
OES Code: 580230

Stock Clerks receive, store, and issue materials, equipment, and other items from stockroom, warehouse, or storage yard, and keep records and compile stock reports. Please do not include Stockroom Laborers and workers whose primary duties involve shipping, weighing, and checking.

EMPLOYMENT TRENDS

Size: 850 large

Where The Jobs Are:



Projected Openings: 160
 New: 40
 Due to Separations: 120

Recruitment Methods:

In-House Promotion or Transfer	83%
Employee Referrals	61%
Newspaper Ads	56%
Private Employment Agencies	28%
Employment Development Department	22%
Public school or program referrals	28%
Private school referrals	11%
Union Hall referrals	0%
Hire unsolicited applicants	33%
Other	0%

Projections:

Employer Findings: Employers in this study were evenly divided regarding the employment outlook for this occupation. Nine of the employers expect employment in this occupation to remain stable over the next three years and nine of the employers expect growth.

EDD Projections: The new job trend rate for Stock Clerks is 4.7%, which is growing slower than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers reported having little difficulty finding both inexperienced and experienced applicants. This indicates that job seekers may experience some competition.

During the last 12 months, some of the vacancies filled were due to turnover, promotions, or new positions, and a few were temporary positions.

Male/Female Percentage: Employers reported that 63% of the positions were filled by males.

Promotional Opportunities: Most employers reported that Stock Clerks may be promoted to:

- Managers
- Cashiers
- Lead Positions
- Supervisors
- Buyer's Assistants

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 10.00	\$ 6.25
Experience/New to Firm	\$ 5.75 - 12.88	\$ 6.95
3+ Yrs. Experience with Firm	\$ 6.75 - 16.03	\$ 8.48

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 9.25	\$ 6.00
Experience/New to Firm	\$ 5.75 - 11.50	\$ 6.75
3+ Yrs. Experience with Firm	\$ 6.75 - 15.95	\$ 8.00

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 10.00	\$ 7.00
Experience/New to Firm	\$ 6.00 - 12.88	\$ 8.00
3+ Yrs. Experience with Firm	\$ 7.50 - 16.03	\$10.25

Wage Notes: Union wages were provided by 6% of the employers. A few employers mentioned that an annual bonus or commission may be paid in addition to wages.

Employer Profile: 18 employers supplied the data for this occupation, 11 from North County and 7 from South County, representing a total of 169 positions. Of the positions reported, 45% were full-time, 54% were part-time, and 1% were temporary or on-call.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	89%	6%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	67%	6%				
Vision	39%	6%				
Life	50%	6%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	56%	11%				
Vacation	72%	11%				
Retirement	56%	11%				
Child Care	6%	0%				

Other Benefits: Another benefit reported was a 401(K) plan.

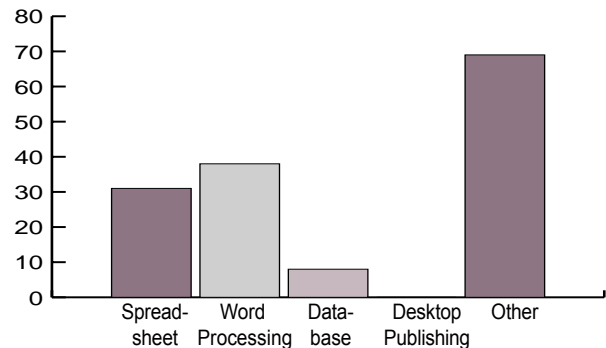
EMPLOYER REQUIREMENTS

Education: Employers report that almost all recent hires have completed high school. A forklift certification or degree may be required by a few employers.

Experience/Training: Almost all responding employers require 3-24 months of work-related experience, primarily retail and/or stocking, but all will substitute training for experience.

Most Important Skills:
 Computer skills
 Sophisticated shipping knowledge
 Read & follow instructions
 Work independently
 Knowledge of inventory techniques
 Ability to do shelf stocking

Computer Skills: Most employers report that Stock Clerks do use computers.



TRAINING PROVIDERS

Center for Employment Training, Santa Maria
 Programs: Forklift Operator/Warehouse Specialist

Santa Barbara County Regional Occupational Program, Santa Maria
 Programs: General Retailing and Wholesaling Operations

University of California Extension, Santa Barbara
 Programs: Purchasing, Procurement & Contracts



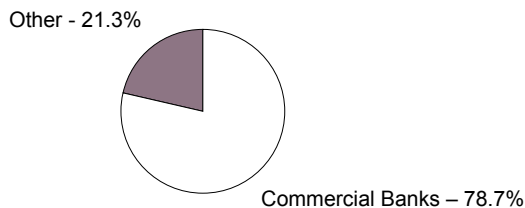
OES Code: 531020

Tellers receive and pay out money, and keep records of money and negotiable instruments involved in various financial institutions' transactions.

EMPLOYMENT TRENDS

Size: 690 - 700 large

Where The Jobs Are:



Projected Openings: 210
 New: -10
 Due to Separations: 220

Recruitment Methods:

Employee Referrals	86%
Newspaper Ads	81%
Walk-in Applicants	67%

Projections:

Employer Findings: Many employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Tellers is -1.4%, which is declining when compared to the average growth rate of 9.3% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced applicants and moderately difficult to find inexperienced applicants. Employer demand is somewhat to considerably greater than supply. Applicants may encounter little or no competition in their job search.

During the last 12 months, most of the vacancies filled were created by turnover, some resulted from promotions, and a few were new or temporary positions.

Male/Female Percentage: Employers reported that 89% of the positions were filled by females.

Promotional Opportunities: All employers reported that Tellers may be promoted to:

- Financial Services Specialist
- New Account Specialist
- Customer Service Supervisor
- Supervisor
- Operations Specialist

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages
 Schools & Colleges

Discourages
 Housing Regulations
 Air service

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 9.05	\$ 7.77
Experience/New to Firm	\$ 7.93 - 12.00	\$ 9.00
3+ Yrs. Experience with Firm	\$ 8.72 - 15.00	\$10.50

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 15.00	\$ 8.25
Experience/New to Firm	\$ 8.00 - 16.50	\$ 8.63
3+ Yrs. Experience with Firm	\$ 9.00 - 18.00	\$10.00

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 9.05	\$ 7.50
Experience/New to Firm	\$ 7.93 - 14.38	\$ 9.00
3+ Yrs. Experience with Firm	\$ 8.72 - 16.78	\$10.50

Wage Notes: All wages reported were non-union.

Employer Profile: 21 employers supplied the data for this occupation, 8 from North County and 13 from South County, representing a total of 460 positions. Of the positions reported, 50% were full-time, 46% were part-time, and 4% were temporary or on-call.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	33%	5%	57%	48%	0%	0%
Dental	33%	5%	52%	48%	5%	0%
Vision	24%	5%	43%	43%	10%	5%
Life	62%	29%	24%	24%	0%	0%
Other	10%	10%	0%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	90%	62%	0%	5%	0%	0%
Vacation	90%	62%	0%	5%	0%	0%
Retirement	24%	14%	48%	33%	10%	10%
Child Care	0%	0%	10%	14%	10%	0%

Other Benefits: Other employer-specified benefits include tuition reimbursement and Long Term Disability.

EMPLOYER REQUIREMENTS

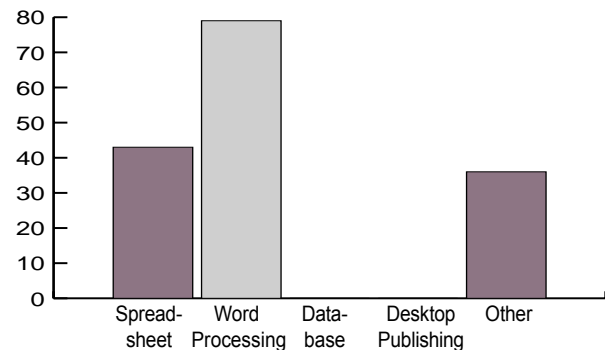
Education: Almost all employers require recent hires to have a high school diploma or the equivalent.

Experience/Training: A few responding employers require an average of 8 months of work-related experience, primarily in cash handling and customer service, but some will substitute training for experience.

Most Important to Least Important Skills:

- Provide customer service
- Follow instructions
- Organize and prioritize workload
- Use spreadsheet applications
- Operate business machines
- Prepare reports

Computer Skills: Most employers report that Tellers do use computers.



TRAINING PROVIDERS

Santa Barbara County Regional Occupational Program (ROP), Santa Maria and Santa Barbara Programs: Banking & Financial Support Services

SERVICE OCCUPATIONS

Childcare Workers
Cooks-Restaurants
Dental Assistants
Food Preparation Workers
Home Health Aides
Janitors and Cleaners-Excluding Maids and Housekeeping Cleaners
Medical Assistants
Waiters and Waitresses

92 CHILD CARE WORKERS



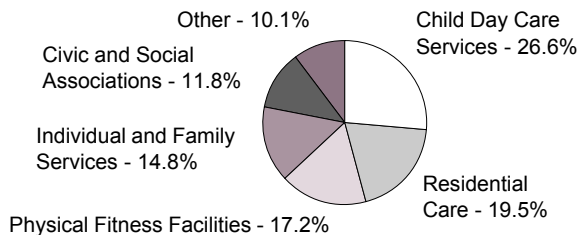
OES Code: 680380

Child Care Workers attend children at school, businesses, and institutions performing a wide variety of tasks, such as dressing, feeding, bathing, and overseeing play. Please do not include workers whose primary function is to teach in a structured setting.

EMPLOYMENT TRENDS

Size: 160 small

Where The Jobs Are:



Projected Openings: 20
New: 10
Due to Separations: 10

Recruitment Methods:

In-House Promotion or Transfer	44%
Employee Referrals	72%
Newspaper Ads	89%
Private Employment Agencies	0%
Employment Development Department	17%
Public school or program referrals	22%
Private school referrals	11%
Union Hall referrals	6%
Hire unsolicited applicants	11%
Other	11%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next three years.

EDD Projections: The new job trend rate for Child Care Workers is 6.3%, which is growing slower than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers reported having little difficulty finding inexperienced and some difficulty finding experienced applicants. This indicates that job seekers may experience little or some competition.

During the last 12 months, many of the vacancies filled were created by turnover, some were due to new positions, and a few resulted from temporary positions or promotions.

Male/Female Percentage: Employers reported that 80% of the positions were filled by females.

Promotional Opportunities: Most employers reported that Child Care Workers may be promoted to:

- Child Development Teachers
- Lead/Head Teachers
- Supervisors/Managers
- Directors

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 11.00	\$ 6.75
Experience/New to Firm	\$ 5.75 - 12.00	\$ 7.00
3+ Yrs. Experience with Firm	\$ 6.50 - 15.00	\$ 8.50

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 7.00	\$ 5.99
Experience/New to Firm	\$ 6.00 - 8.00	\$ 6.60
3+ Yrs. Experience with Firm	\$ 6.50 - 9.00	\$ 7.50

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 11.00	\$ 7.00
Experience/New to Firm	\$ 5.75 - 12.00	\$ 8.21
3+ Yrs. Experience with Firm	\$ 6.50 - 15.00	\$ 9.72

Wage Notes: Union wages were provided by 11% of the employers. Union employers generally pay at the high end of the wage ranges.

Employer Profile: 18 employers supplied the data for this occupation, 8 from North County and 10 from South County, representing a total of 276 positions. Of the positions reported, 40% were full-time, 50% were part-time, 7% were temporary or on-call, and 3% were seasonal.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	71%	18%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	53%	12%				
Vision	18%	12%				
Life	35%	12%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	59%	35%				
Vacation	76%	35%				
Retirement	29%	29%				
Child Care	35%	29%				

Other Benefits: Other employer-specified benefits include 401(K) plans, profit sharing, and professional development programs.

EMPLOYER REQUIREMENTS

Education: Employers report that all recent hires have completed high school or the equivalent and many have some college course work (but not necessarily a degree). Most employers require up to 12 units of early childhood education or an early childhood studies certificate.

Experience/Training: All responding employers require 6-12 months of work-related experience, primarily in a child care center, but almost all will substitute training for experience.

Most Important Skills:

Computer skills/Internet and educational games

Early childhood education

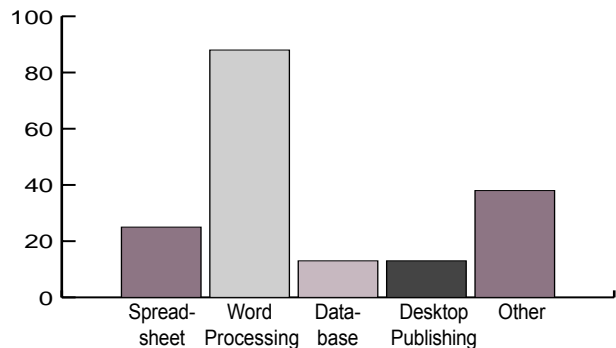
Ability to interact with children

Exercise patience

Monitor progress of children

Plan and organize activities

Computer Skills: Many employers report that Child Care Workers do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Child Growth, Care & Development Study
Family Life & Relations Study

Santa Barbara City College, Santa Barbara

Programs: Pre-Elementary/Early Childhood/Kindergarten Teacher

Santa Barbara County Regional Occupational Program, Santa Barbara

Programs: Child Care and Guidance Workers & Managers



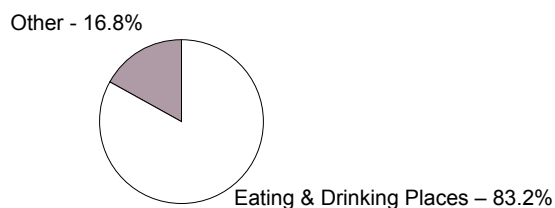
OES Code: 650260

Restaurant Cooks prepare, season, and cook soups, meats, vegetables, desserts, and other foodstuffs in restaurants. They may order supplies, keep records and accounts, price items on a menu, or plan the menu.

EMPLOYMENT TRENDS

Size: 1,160 - 1,230 very large

Where The Jobs Are:



Projected Openings: 290
 New: 70
 Due to Separations: 220

Recruitment Methods:
 Walk-in Applicants 81%
 Newspaper Ads 75%
 Employee Referrals 75%

Projections:

Employer Findings: Many employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Cooks-Restaurant is 6.0%, which is growing slower than the average growth rate of 9.3% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

During the last 12 months, most of the vacancies filled were created by turnover, some resulted from promotions, and few were new positions and temporary positions.

Male/Female Percentage: Employers reported that 70% of the positions were filled by males.

Promotional Opportunities: Almost all employers reported that Cooks-Restaurant may be promoted to:

- Assistant Manager
- Manager
- Supervisor
- Head Cook
- Manager Trainee

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Quality of local schools and community colleges

Discourages

Cost of housing for employees

WAGES AND BENEFITS

SANTA BARBARA COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 8.00	\$ 6.75
Experience/New to Firm	\$ 5.75 - 10.00	\$ 8.00
3+ Yrs. Experience with Firm	\$ 7.50 - 12.00	\$10.00
NORTH COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 8.00	\$ 6.72
Experience/New to Firm	\$ 6.50 - 10.00	\$ 8.00
3+ Yrs. Experience with Firm	\$ 8.00 - 15.00	\$10.00
SOUTH COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.25 - 8.00	\$ 6.75
Experience/New to Firm	\$ 5.75 - 10.00	\$ 7.25
3+ Yrs. Experience with Firm	\$ 7.50 - 12.00	\$11.00

Wage Notes: All wages reported were non-union.

Employer Profile: 17 employers supplied the data for this occupation, 9 from North County and 8 from South County, representing a total of 205 positions. Of the positions reported, 56% were full-time and 44% were part-time. A few employers reported full-time hours exceed 40 per week and may be as high as 50.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	29%	6%	24%	12%	0%	6%
Dental	18%	0%	24%	12%	6%	6%
Vision	6%	0%	18%	12%	6%	6%
Life	6%	0%	18%	6%	6%	6%
Other	6%	6%	0%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	35%	0%	12%	6%	0%	6%
Vacation	65%	12%	12%	0%	0%	0%
Retirement	12%	6%	12%	6%	0%	0%
Child Care	0%	0%	0%	0%	0%	0%

Other Benefits: Other employer-specified benefits include meal discounts.

EMPLOYER REQUIREMENTS

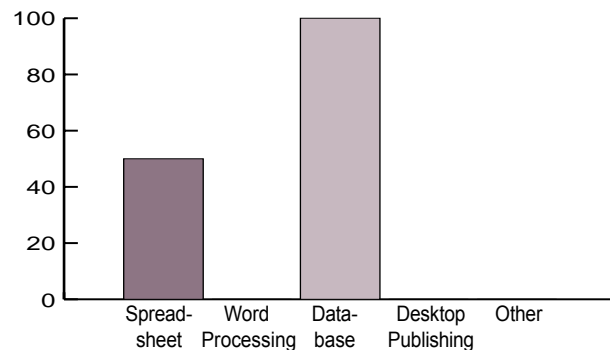
Education: Many employers require recent hires to have a high school diploma or the equivalent.

Experience/Training: Some responding employers require an average of 13 months of work-related experience, primarily in cooking, but most will substitute training for experience.

Most Important to Least Important Skills:

- Apply food handling techniques
- Measure ingredients
- Operate cooking equipment
- Follow recipes
- Apply basic math skills
- Purchase food

Computer Skills: A few employers report that Cooks do use computers.



TRAINING PROVIDERS

Santa Barbara City College, Santa Barbara
Programs: Culinary Arts/Chefs Training



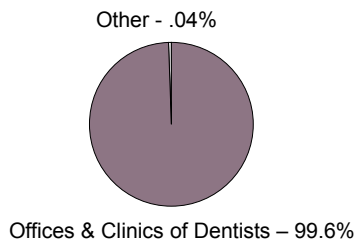
OES Code: 660020

Dental Assistants assist the dentist at the chair by preparing patients and equipment, keeping records, and performing related duties as required.

EMPLOYMENT TRENDS

Size: 470 - 520 large

Where The Jobs Are:



Projected Openings: 130
 New: 50
 Due to Separations: 80

Recruitment Methods:
 Newspaper Ads 81%
 Employee Referrals 57%
 Walk-in Applicants 57%

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Dental Assistants is 10.6%, which is growing faster than the average growth rate of 9.3% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced applicants and very difficult to find inexperienced applicants. Employer demand is somewhat to considerably greater than supply. Applicants may encounter little or no competition in their job search.

During the last 12 months, most of the vacancies filled were created by turnover, and a few were new positions or temporary promotions.

Male/Female Percentage: Employers reported that 99% of the positions were filled by females.

Promotional Opportunities: A few employers reported that Dental Assistants may be promoted to:

- Office Manager
- Registered Dental Assistant

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages
 Schools & Colleges

Discourages
 Housing Regulations

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 13.00	\$ 8.50
Experience/New to Firm	\$ 7.00 - 16.00	\$11.50
3+ Yrs. Experience with Firm	\$10.00 - 20.00	\$14.50

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 7.00	\$ 6.00
Experience/New to Firm	\$ 7.00 - 14.00	\$ 9.50
3+ Yrs. Experience with Firm	\$10.00 - 20.00	\$12.50

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 8.00 - 13.00	\$12.00
Experience/New to Firm	\$11.00 - 18.00	\$12.00
3+ Yrs. Experience with Firm	\$13.00 - 20.00	\$16.00

Wage Notes: All wages reported were non-union.

Employer Profile: 22 employers supplied the data for this occupation, 12 from North County and 10 from South County, representing a total of 80 positions. Of the positions reported, 75% were full-time, 24% were part-time, and 1% were temporary or on-call.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	59%	5%	5%	0%	0%	0%
Dental	64%	18%	14%	5%	0%	0%
Vision	14%	0%	0%	0%	0%	0%
Life	14%	0%	0%	0%	0%	0%
Other	5%	0%	0%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	73%	18%	0%	0%	0%	0%
Vacation	91%	14%	5%	0%	0%	0%
Retirement	50%	5%	0%	0%	0%	0%
Child Care	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

EMPLOYER REQUIREMENTS

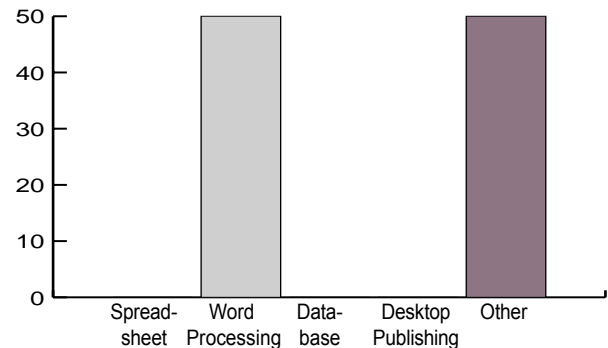
Education: Almost all employers require recent hires to have a high school diploma or the equivalent.

Experience/Training: Many responding employers require an average of 13 months of work-related experience, primarily in the medical field, but most will substitute training for experience.

Most Important to Least Important Skills:

Assist Dentist
Apply patient care procedures
Apply interpersonal communication techniques
Compile and maintain records
Apply medical x-ray procedures
Use computer

Computer Skills: Some employers report that Dental Assistants do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Dental Assistant

Coastal Valley College, Santa Maria
Programs: Dental Assistant



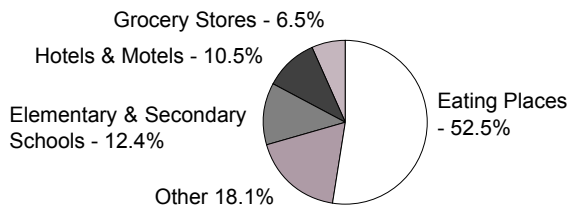
OES Code: 650380

Food Preparation Workers perform a variety of food preparation duties, such as preparing cold foods and maintaining and cleaning kitchen work areas, equipment and utensils. They perform simple tasks such as preparing shellfish or slicing meat. They may brew coffee, tea or chocolate or prepare sandwiches. They work in such places as a restaurant, kitchen or delicatessen.

EMPLOYMENT TRENDS

Size: 1,650 very large

Where The Jobs Are:



Projected Openings: 270
 New: 100
 Due to Separations: 170

Recruitment Methods:

In-House Promotion or Transfer	50%
Employee Referrals	78%
Newspaper Ads	50%
Private Employment Agencies	17%
Employment Development Department	33%
Public school or program referrals	44%
Private school referrals	33%
Union Hall referrals	0%
Hire unsolicited applicants	50%
Other	0%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next three years.

EDD Projections: The new job trend rate for Food Preparation Workers is 6.1%, which is growing slower than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers reported having little difficulty finding inexperienced applicants and some difficulty finding experienced applicants. This indicates that job seekers may experience little or some competition.

During the last 12 months, many of the vacancies filled were created by turnover, some resulted from promotions, and a few were new or temporary positions.

Male/Female Percentage: Employers reported that 58% of the positions were filled by males.

Promotional Opportunities: Most employers reported that Food Preparation Workers may be promoted to:

- Cooks
- Line Cooks
- Crew Leaders
- Managers
- Servers

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 8.99	\$ 6.00
Experience/New to Firm	\$ 5.75 - 10.00	\$ 6.50
3+ Yrs. Experience with Firm	\$ 5.75 - 15.00	\$ 8.00

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 8.99	\$ 6.00
Experience/New to Firm	\$ 6.00 - 8.99	\$ 6.28
3+ Yrs. Experience with Firm	\$ 6.50 - 10.62	\$ 8.50

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 8.13	\$ 5.88
Experience/New to Firm	\$ 5.75 - 10.00	\$ 7.25
3+ Yrs. Experience with Firm	\$ 5.75 - 15.00	\$ 8.50

Wage Notes: Union wages were provided by 17% of the employers.

Employer Profile: 18 employers supplied the data for this occupation, 10 from North County and 8 from South County, representing a total of 581 positions. Of the positions reported, 47% were full-time, 52% were part-time, and 1% were temporary or on-call.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	63%	31%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	56%	31%				
Vision	38%	31%				
Life	50%	25%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	38%	50%				
Vacation	63%	50%				
Retirement	38%	38%				
Child Care	0%	0%				

Other Benefits: Another benefit reported was a union benefit package.

EMPLOYER REQUIREMENTS

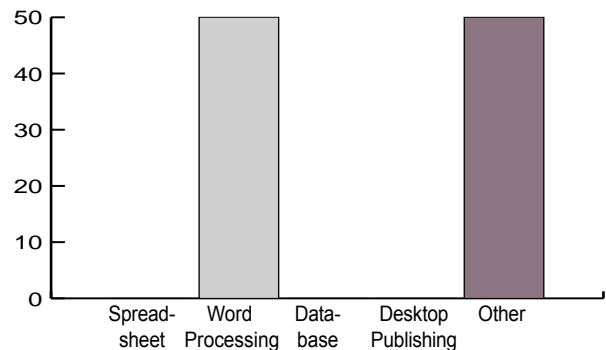
Education: Employers report that most recent hires have completed high school or the equivalent and a few require college course work (but not necessarily a degree).

Experience/Training: Most responding employers require 2-24 months of work-related experience, primarily in food service or preparations, but all will substitute training for experience.

Most Important Skills:

- Computer skills
- Artistic Food Preparation/Creativity
- Work under pressure
- Read and follow directions
- Ability to work rapidly
- Good hand-eye coordination

Computer Skills: A few employers report that Food Preparation Workers do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Dietetics/Human Nutrition Services

Santa Barbara City College, Santa Barbara
Programs: Culinary Arts/Chef Training

Santa Barbara County Regional Occupational Program, Santa Maria
Programs: Meatcutter
Waiter/Waitress and Dining Room Manager

Santa Barbara County Regional Occupational Program, Santa Barbara
Programs: Institutional Food Workers



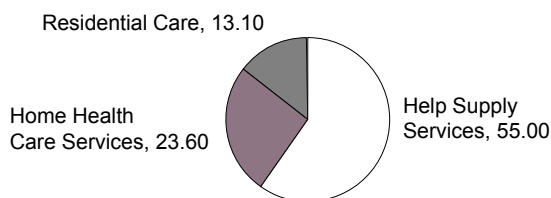
OES Code: 660110

Home Health Aides care for elderly, convalescent, or handicapped person in home of patient. They perform duties for patients such as changing bed linen, preparing meals, assisting in and out of bed, bathing, dressing, grooming, and assisting with medications under doctors' orders or direction of nurse. Please exclude Nursing Aides and Homemakers.

EMPLOYMENT TRENDS

Size: 320 - 400 medium

Where The Jobs Are:



Projected Openings: 120
 New: 80
 Due to Separations: 40

Recruitment Methods:

In-House Promotion or Transfer	0%
Employee Referrals	80%
Newspaper Ads	100%
Private Employment Agencies	0%
Employment Development Department	0%
School, program referrals	50%
Union Hall referrals	0%
Walk-in Applicants	50%
Trade Journals	0%
Internet	0%
Colleges/Universities	0%
Other	0%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to grow over the next two years.

EDD Projections: The new job trend rate for Home Health Aides is 25.0%, which is growing much faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

During the last 12 months, most of the vacancies filled were created by temporary positions, some were new positions and a few resulted from turnover.

Male/Female Percentage: Employers reported that 85% of the positions were filled by females.

Promotional Opportunities: Many employers reported that Home Health Aides may be promoted to:

- Registered Nurses
- Licensed Vocational Nurses
- Shift Supervisors
- Caregiver Trainers

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.36 - 10.71	\$ 9.00
Experience/New to Firm	\$ 7.52 - 12.00	\$10.00
3+ Yrs. Experience with Firm	\$ 7.70 - 15.00	\$10.25

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ N/A	\$ N/A
3+ Yrs. Experience with Firm	\$ N/A	\$ N/A

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ N/A	\$ N/A
3+ Yrs. Experience with Firm	\$ N/A	\$ N/A

Wage Notes: All wages reported were non-union.

Employer Profile: 10 employers supplied the data for this occupation, 2 from North County and 8 from South County, representing a total of 205 positions. Of the positions reported, 36% were full-time, 33% were part-time and 31% were temporary or on-call.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	10%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	20%	0%				
Vision	10%	0%				
Life	20%	10%				
Other	0%	0%				
Sick Leave	20%	10%				
Vacation	20%	20%				
Retirement	10%	10%				
Child Care	0%	0%				

Other Benefits: No other benefits were mentioned.

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent but many do not. Some employers may require Home Health Aide Certification.

Experience/Training: Some responding employers require 6-12 months of work-related experience, primarily as a caregiver, but most will substitute training for experience.

Most Important Skills:

Nutrition

Speech Therapy

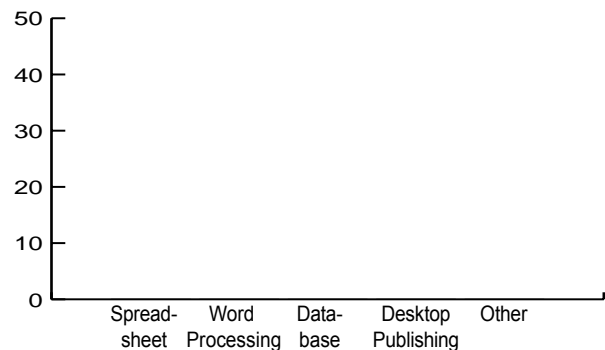
Read and follow instructions

Good oral communication skills

Use transfer techniques for moving patients

Clean patients quarters

Computer Skills: All employers report that Home Health Aides do not use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Home Health Aide

Santa Barbara Business College, Santa Maria
Programs: Home Health Aide



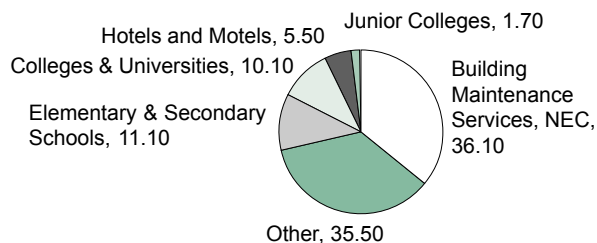
OES Code: 670050

Janitors and Cleaners, except Maids and Housekeeping Cleaners, keep buildings in clean and orderly condition. They perform heavy cleaning duties, such as operating motor-driven cleaning equipment, mopping floors, washing walls and glass, and removing rubbish. They may have additional duties and responsibilities, such as tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs and additions, and cleaning snow or debris from sidewalk. Please do not include Maids and Housekeepers.

EMPLOYMENT TRENDS

Size: 2,470 - 2,770 very large

Where The Jobs Are:



Projected Openings: 660
 New: 300
 Due to Separations: 360

Recruitment Methods:

In-House Promotion or Transfer	40%
Employee Referrals	60%
Newspaper Ads	70%
Private Employment Agencies	0%
Employment Development Department	15%
School, program referrals	5%
Union Hall referrals	0%
Walk-in Applicants	65%
Trade Journals	0%
Internet	0%
Colleges/Universities	0%
Other	10%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Janitors, Cleaners - except Maids is 12.1%, which is growing at an average rate when compared to the growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is not difficult to find experienced and inexperienced applicants. Supply of qualified applicants is greater than demand, creating a very competitive job market.

During the last 12 months, almost all of the vacancies filled were created by turnover, and a few temporary positions, new positions, or resulted from promotions.

Male/Female Percentage: Employers reported that 69% of the positions were filled by males.

Promotional Opportunities: Most employers reported that Janitors may be promoted to:

- Supervisors
- Managers of Maintenance
- Grounds Maintenance
- Directors

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY-Non-Union	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 9.11	\$ 6.00
Experience/New to Firm	\$ 5.75 - 11.03	\$ 6.63
3+ Yrs. Experience with Firm	\$ 6.00 - 11.03	\$ 8.47

SANTABARBARACOUNTY-Union	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.90 - 11.86	\$ 9.87
Experience/New to Firm	\$ 8.62 - 15.00	\$10.87
3+ Yrs. Experience with Firm	\$ 9.90 - 17.00	\$12.48

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 10.76	\$ 6.00
Experience/New to Firm	\$ 5.75 - 11.30	\$ 6.50
3+ Yrs. Experience with Firm	\$ 6.00 - 13.10	\$ 7.50

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 12.23	\$ 8.00
Experience/New to Firm	\$ 6.00 - 12.23	\$ 8.81
3+ Yrs. Experience with Firm	\$ 8.50 - 13.08	\$10.08

Wage Notes: Union wages were reported by 33% of the employers. Union employers generally pay at the top end of all wage ranges.

Employer Profile: 21 employers supplied the data for this occupation, 10 from North County and 11 from South County, representing a total of 656 positions. Of the positions reported, 42% were full-time, 53% were part-time, and 5% were temporary or on-call.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	33%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	29%	0%				
Vision	24%	0%				
Life	33%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	62%	10%				
Vacation	62%	10%				
Retirement	24%	0%				
Child Care	0%	0%				

Other Benefits: Other employer-specified benefits include tuition assistance, accidental death and dismemberment insurance.

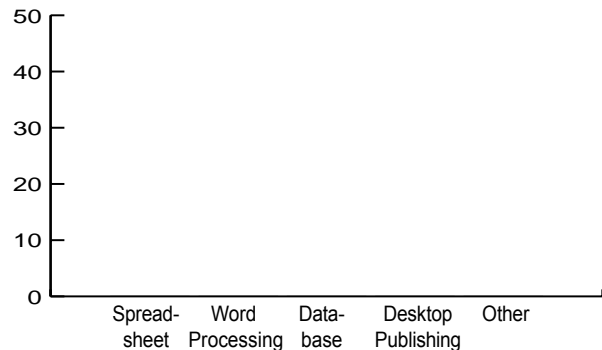
EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have a high school diploma or the equivalent and many do not require a high school diploma.

Experience/Training: Some responding employers require 6-24 months of work-related experience, primarily in any maintenance, but most will substitute training for experience.

Most Important Skills:
 Good organizational skills
 Good communications
 Perform routine repetitive work
 Read and follow directions
 Use hand tools and cleaning solutions
 Collect and empty trash

Computer Skills: All employers report that Janitors, Cleaners - except Maid do not use computers.



TRAINING PROVIDERS

Center for Employment Training, Santa Maria
 Programs: Building/Property Maintenance and Manager



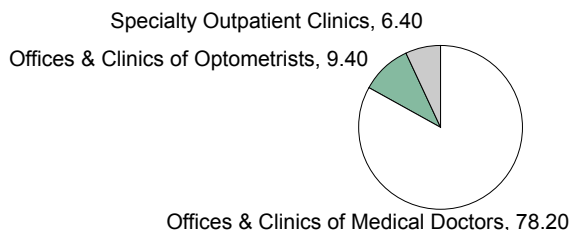
OES Code: 660050

Medical Assistants perform various duties under the direction of physicians in the examination and treatment of patients. They prepare treatment room, inventory supplies and instruments, and set up patients for attention of physician, handing instruments and materials to physician as directed. They may schedule appointments, keep medical records, or perform other clerical duties.

EMPLOYMENT TRENDS

Size: 400 - 480 medium

Where The Jobs Are:



Projected Openings: 130
New: 80
Due to Separations: 50

Recruitment Methods:

In-House Promotion or Transfer	16%
Employee Referrals	47%
Newspaper Ads	89%
Private Employment Agencies	5%
Employment Development Department	5%
School, program referrals	32%
Union Hall referrals	0%
Walk-in Applicants	37%
Trade Journals	0%
Internet	5%
Colleges/Universities	63%
Other	11%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Medical Assistants is 20.0%, which is growing much faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

During the last 12 months, many of the vacancies filled were created by turnover and a few were new or temporary positions or resulted from promotions.

Male/Female Percentage: Employers reported that 96% of the positions were filled by females.

Promotional Opportunities: Many employers reported that Medical Assistants may be promoted to:

- Office Managers
- Educators
- Assistant Center Directors

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 10.00	\$ 8.50
Experience/New to Firm	\$ 7.00 - 11.00	\$ 9.50
3+ Yrs. Experience with Firm	\$ 7.50 - 13.77	\$10.00

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 7.00 - 10.00	\$ 9.00
3+ Yrs. Experience with Firm	\$ 7.50 - 13.00	\$10.47

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 8.00 - 11.00	\$ 9.74
3+ Yrs. Experience with Firm	\$ 9.66 - 13.77	\$10.00

Wage Notes: Union wages were reported by 5% of the employers. Union employers generally pay at the top end of all wage ranges.

Employer Profile: 19 employers supplied the data for this occupation, 10 from North County and 9 from South County, representing a total of 325 positions. Of the positions reported, 82% were full-time, 14% were part-time and 4% were temporary or on-call.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	68%	5%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	16%	5%				
Vision	5%	0%				
Life	47%	5%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	89%	21%				
Vacation	95%	21%				
Retirement	26%	5%				
Child Care	0%	0%				

Other Benefits: Other employer-specified benefits include holiday pay.

EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent and a few require an associate or bachelor degree. A medical assistant's certificate may be required by some employers.

Experience/Training: Many responding employers require 6-24 months of work-related experience, primarily in customer service fields, but most will substitute training for experience.

Most Important Skills:

Spanish speaking

Medical training

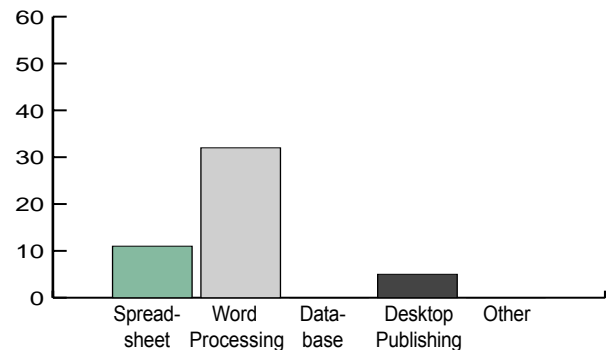
Keep accurate records

Good oral communications

Interview patients and record information

Measure vital signs and record information

Computer Skills: Many employers report that Medical Assistants do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Medical Assistant

Center for Employment Training, Santa Maria

Programs: Medical Assistant

Costal Valley College, Santa Maria

Programs: Medical Assistant

Santa Barbara Business College, Santa Maria and Santa Barbara

Programs: Medical Assistant



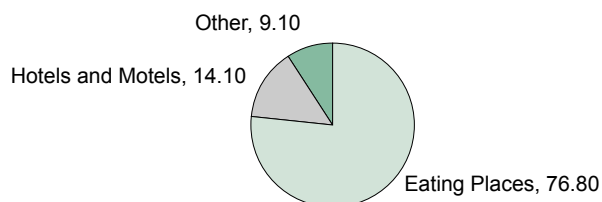
OES Code: 650080

Waiters and Waitresses serve food and/or beverages to patrons at tables. They usually take orders from patrons and make out the check. Their duties may include setting tables with linen and silverware and taking payment from patrons. They may serve customers at counters as well as at tables. Please do not include workers who only work at counters.

EMPLOYMENT TRENDS

Size: 2,610 - 2,980 very large

Where The Jobs Are:



Projected Openings: 1,230
 New: 280
 Due to Separations: 950

Recruitment Methods:

In-House Promotion or Transfer	26%
Employee Referrals	74%
Newspaper Ads	79%
Private Employment Agencies	5%
Employment Development Department	0%
School, program referrals	11%
Union Hall referrals	0%
Walk-in Applicants	74%
Trade Journals	0%
Internet	0%
Colleges/Universities	16%
Other	5%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Waiters and Waitresses is 10.7%, which is growing at an average rate when compared to the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

During the last 12 months, many of the vacancies filled were created by turnover and a few were new positions, temporary positions or resulted from promotions.

Male/Female Percentage: Employers reported that 57% of the positions were filled by females.

Promotional Opportunities: Almost all employers reported that Waiters and Waitresses may be promoted to:

- Assistant Managers/Managers
- Supervisors
- Hostesses
- Bartenders

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTA BARBARA COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 5.75	\$ 5.75
Experience/New to Firm	\$ 5.75 - 6.75	\$ 5.75
3+ Yrs. Experience with Firm	\$ 5.75 - 7.75	\$ 5.75

NORTH COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 5.75	\$ 5.75
Experience/New to Firm	\$ 5.75 - 6.75	\$ 5.75
3+ Yrs. Experience with Firm	\$ 5.75 - 7.75	\$ 5.75

SOUTH COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 5.75	\$ 5.75
Experience/New to Firm	\$ 5.75 - 5.75	\$ 5.75
3+ Yrs. Experience with Firm	\$ 5.75 - 7.00	\$ 5.75

Wage Notes: Union wages were reported by 5% of the employers. Union employers generally pay at the top end of all wage ranges.

Employer Profile: 20 employers supplied the data for this occupation, 9 from North County and 11 from South County, representing a total of 583 positions. Of the positions reported, 26% were full-time, 73% were part-time and 1% were seasonal.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	15%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	15%	0%				
Vision	5%	0%				
Life	15%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	20%	0%				
Vacation	45%	10%				
Retirement	10%	0%				
Child Care	0%	0%				

Other Benefits: Other employer-specified benefits include meals.

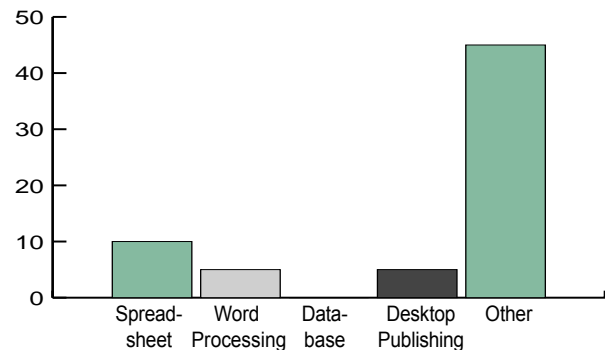
EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent and many do not require a high school diploma.

Experience/Training: Some responding employers require 3-12 months of work-related experience, primarily in customer service, but some will substitute training for experience.

Most Important Skills:
 Learn computerized menus
 POS knowledge
 Communicate effectively with the public
 Good oral communication skills
 Ability to take orders from patrons
 Ability to identify and solve problems

Computer Skills: Many employers report that Waiters and Waitresses do use computers.



TRAINING PROVIDERS

Santa Barbara County Regional Occupational Program, Santa Maria
 Programs: Waiter/Waitress and Dining Room Manager

Santa Barbara County Regional Occupational Program, Santa Barbara
 Programs: Restaurant Occupation Co-operative

AGRICULTURAL, FORESTRY, FISHING AND RELATED OCCUPATIONS

Animal Health Technicians
Farmworkers - Farm/Ranch Animals
Farmworkers - Food and Fiber Crops
Graders and Sorters
Laborers and Landscaping and Groundskeeping
Veterinary Assistants



Non-OES Code: 079361999

Animal Health Technicians (AHTs) assist veterinary staff to diagnose and treat animals for injury and illness, applying knowledge of veterinary medical assisting procedures and techniques and following directions of veterinary staff.

EMPLOYMENT TRENDS

Size: N/A

Where The Jobs Are: N/A

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Animal Health Technicians is not available. The average growth rate for jobs in the county is 11.1%.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Projected Openings: N/A
 New: N/A
 Due to Separations: N/A

Recruitment Methods:	
In-House Promotion or Transfer	25%
Employee Referrals	56%
Newspaper Ads	75%
Private Employment Agencies	6%
Employment Development Department	0%
School, program referrals	19%
Union Hall referrals	0%
Walk-in Applicants	50%
Trade Journals	19%
Internet	6%
Colleges/Universities	19%
Other	13%

During the last 12 months, many of the vacancies filled were created by turnover, some were new positions, and a few resulted from temporary positions.

Male/Female Percentage: Employers reported that 86% of the positions were filled by females.

Promotional Opportunities: Many employers reported that Animal Health Technicians may be promoted to:

- Hospital Managers
- Head Technicians
- Supervisors
- Practice Managers

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 8.50	\$ 7.00
Experience/New to Firm	\$ 7.00 - 10.00	\$ 8.76
3+ Yrs. Experience with Firm	\$ 8.50 - 13.00	\$11.00
NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 8.50	\$ 6.50
Experience/New to Firm	\$ 7.00 - 10.00	\$ 8.51
3+ Yrs. Experience with Firm	\$ 8.50 - 13.00	\$10.00
SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 8.00	\$ 7.50
Experience/New to Firm	\$ 7.02 - 10.00	\$ 9.00
3+ Yrs. Experience with Firm	\$10.00 - 12.00	\$11.50

Wage Notes: All wages reported were non-union.

Employer Profile: 16 employers supplied the data for this occupation, 8 from North County and 8 from South County, representing a total of 49 positions. Of the positions reported, 71% were full-time, 22% were part-time and 4% were temporary or on-call. A few employers reported that full-time hours may exceed 40 per week and may be as high as 45 hours.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	38%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	6%	0%				
Vision	0%	0%				
Life	6%	0%				
Other	0%	0%				
Sick Leave	50%	13%				
Vacation	56%	19%				
Retirement	6%	6%				
Child Care	0%	0%				

Other Benefits: Other employer-specified benefits include veterinary discount, pet care/medicine and uniforms.

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent and some require an associate degree. A registered Veterinary Technician certificate or license may be required.

Experience/Training: A few responding employers require 6-12 months of work-related experience, primarily in any medical field, but almost all will substitute training for experience.

Most Important Skills:
 Science and Chemistry
 Multi-tasking
 Work under pressure
 Good oral communication skills
 Ability to medicate animals
 Follow procedures

Computer Skills: Most employers report that Animal Health Technicians do use computers.

TRAINING PROVIDERS

Santa Barbara County Regional Occupational Program , Santa Maria
 Programs: Veterinarian Assistant/Animal Health Technician

University of California, Santa Barbara
 Programs: Pharmacology, Human and Animal Zoology, General

112 FARMWORKERS - FARM/RANCH ANIMALS



OES Code: 798580

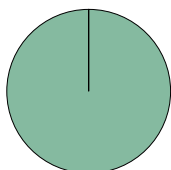
Farmworkers, Farm and Ranch Animal Workers attend to live farm or ranch animals that may include cattle, sheep, swine, goats, and poultry produced for animal products such as meat, fur, skins, feathers, milk, and eggs. Duties may include feeding, watering, herding, grazing, castrating, branding, debeaking, weighing, catching, and loading animals. May maintain records on animals; examine animals to detect diseases and injuries; assist in birth deliveries; and administer medications, vaccinations, or insecticide as appropriate. May clean and maintain housing areas. Include workers who tend dairy milking machines, shear wool from sheep, collect eggs in hatcheries, place shoes on animals' hooves, and tend bee colonies.

EMPLOYMENT TRENDS

Size: 60 - 60 small

Where The Jobs Are:

Animal Services, Except Veterinary- 100%



Projected Openings: 10
New: 0
Due to Separations: 10

Recruitment Methods:
Walk-in Applicants 100%
Employee Referrals 83%
Newspaper Ads 50%

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Farmworkers-Farm/Ranch Animals is 0%, which shows no change when compared to the average growth rate of 9.3% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced applicants and moderately difficult to find inexperienced applicants. Employer demand is somewhat to considerably greater than supply. Applicants may encounter little or no competition in their job search.

During the last 12 months, almost all of the vacancies filled were created by turnover and a few were new positions.

Male/Female Percentage: Employers reported that 84% of the positions were filled by males.

Promotional Opportunities: Many employers reported that Farmworkers-Farm/Ranch Animals may be promoted to:

- Assistant
- Supervisor
- Management

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Discourages

Housing Regulations
Local Government regulations

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 5.75	\$ 5.75
Experience/New to Firm	\$ 5.75 - 8.63	\$ 7.00
3+ Yrs. Experience with Firm	\$ 6.90 - 17.26	\$10.00
NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 5.75 - 8.00	\$ 6.44
3+ Yrs. Experience with Firm	\$ 6.90 - 12.00	\$10.00
SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ N/A	\$ N/A
3+ Yrs. Experience with Firm	\$ N/A	\$ N/A

Wage Notes: All wages reported were non-union.

Employer Profile: 7 employers supplied the data for this occupation, 5 from North County and 2 from South County, representing a total of 25 positions. Of the positions reported, 88% were full-time and 12% were part-time. Some employers reported full-time hours exceed 40 per week and may be as high as 48.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	29%	0%	0%	14%	0%	0%
Dental	14%	0%	0%	14%	0%	0%
Vision	14%	0%	0%	14%	0%	0%
Life	14%	14%	0%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	14%	14%	0%	0%	0%	0%
Vacation	29%	14%	0%	0%	0%	0%
Retirement	0%	0%	0%	0%	0%	0%
Child Care	0%	0%	0%	0%	0%	0%

Other Benefits: Other employer-specified benefits include a 401K Plan.

EMPLOYER REQUIREMENTS

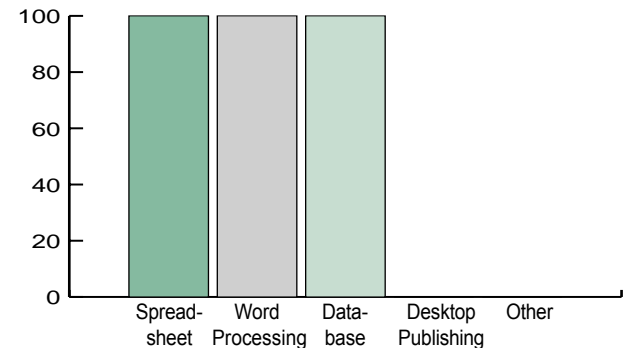
Education: Many employers do not require recent hires to have a high school diploma or the equivalent.

Experience/Training: Many responding employers require an average of 16 months of work-related experience, primarily in farming, but most will substitute training for experience.

Most Important to Least Important Skills:

Understand animals
Identify livestock
Groom animals
Recognize diseases
Operate special equipment
Keep records

Computer Skills: Almost all employers report that Farmworkers-Farm/Ranch Animals do not use computers.



TRAINING PROVIDERS

Santa Barbara County Regional Occupational Program (ROP) North, Santa Maria
Programs: Agricultural Animal Husbandry & Production Management



OES Code: 798560

Farmworkers, Food and Fiber Crops manually plant, cultivate, and harvest food and fiber products such as grains, vegetables, fruits, nuts, and field crops (e.g., cotton, mint, hops, and tobacco). Use hand tools such as shovels, trowels, hoes, tampers, pruning hooks, shears, and knives. Duties may include tilling soil and applying fertilizers; transplanting, weeding, thinning, or pruning crops; applying fungicides, herbicides, or pesticides; and packing and loading harvested products. May construct trellises, repair fences and farm buildings, or participate in irrigation activities. Include workers involved in expediting pollination and those who cut seed tuber crops into sections for planting.

EMPLOYMENT TRENDS

Size: N/A

Where The Jobs Are: N/A

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Farmworkers is 20.0%, which is growing much faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and not difficult to find inexperienced applicants. Employer demand is somewhat greater than supply. Experienced applicants may encounter little competition in their job search, but inexperienced applicants will find a very competitive job market.

Projected Openings: 10
 New: 10
 Due to Separations: 0

Recruitment Methods:

In-House Promotion or Transfer	38%
Employee Referrals	100%
Newspaper Ads	0%
Private Employment Agencies	6%
Employment Development Department	25%
School, program referrals	0%
Union Hall referrals	0%
Walk-in Applicants	75%
Trade Journals	0%
Internet	0%
Colleges/Universities	0%
Other	0%

During the last 12 months, most of the vacancies filled were temporary positions and a few resulted from promotions, turnover or new positions.

Male/Female Percentage: Employers reported that 90% of the positions were filled by males.

Promotional Opportunities: Most employers reported that Farmworkers - Food and Fiber Crops may be promoted to:

- Foremen
- Tractor Driver
- Supervisors
- Crew Bosses

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY		
	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 7.00	\$ 6.00
Experience/New to Firm	\$ 5.75 - 7.25	\$ 6.25
3+ Yrs. Experience with Firm	\$ 6.00 - 8.50	\$ 6.50
NORTHCOUNTY		
	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 6.75	\$ 6.25
Experience/New to Firm	\$ 6.00 - 7.25	\$ 6.78
3+ Yrs. Experience with Firm	\$ 6.00 - 8.50	\$ 7.23
SOUTHCOUNTY		
	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 7.00	\$ 5.75
Experience/New to Firm	\$ 5.75 - 6.50	\$ 6.00
3+ Yrs. Experience with Firm	\$ 6.00 - 8.00	\$ 6.50

Wage Notes: All wages reported were non-union.

Employer Profile: 17 employers supplied the data for this occupation, 8 from North County and 9 from South County, representing a total of 1598 positions. Of the positions reported, 54% were full-time, 1% were part-time and 45% were temporary or on-call.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	41%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	29%	0%				
Vision	29%	0%				
Life	35%	0%				
Other	0%	0%				
Sick Leave	41%	0%	F/T	P/T	F/T	P/T
Vacation	53%	0%				
Retirement	24%	0%				
Child Care	0%	0%				

Other Benefits: No other benefits were mentioned.

EMPLOYER REQUIREMENTS

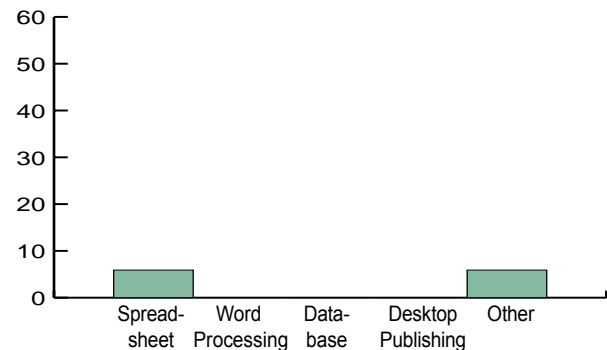
Education: All employers do not require a high school education.

Experience/Training: A few responding employers require 3-12 months of work-related experience, primarily in any field work or manual labor, but a few will substitute training for experience.

Most Important Skills:

People skills
Dedication
Perform routine work
Work independently
Use hand tools
Pick or pull produce

Computer Skills: A few employers report that Farmworkers do use computers.



TRAINING PROVIDERS

Allan Hanock College, Santa Maria

Programs: Agribusiness
Viticulture

Santa Barbara City College, Santa Barbara

Programs: Horticulture Science

Santa Barbara County Regional Occupational Program, Santa Maria

Programs: Agricultural Mechanization, General
Agricultural Animal Husbandry &
Production
Horticulture Services Operation &
Management



OES Code: 790110

Graders and Sorters, Agricultural Products grade, sort, or classify unprocessed food and other agricultural products by size, weight, color, or condition. Please do not include Inspectors and Graders of processed agricultural products.

EMPLOYMENT TRENDS

Size: 100 - 120 small

Where The Jobs Are:

Beer, Wine &
Distilled Beverages – 27.6%



Projected Openings: 40
 New: 20
 Due to Separations: 20

Recruitment Methods:
 Employee Referrals 87%
 Walk-in Applicants 73%
 In-House Promotion or Transfer 40%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.
 EDD Projections: The new job trend rate for Graders & Sorters-Agricultural Products is 20.0%, which is growing faster than the average growth rate of 9.3% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

During the last 12 months, most of the vacancies filled were temporary positions and a few were created by turnover, or resulted from promotions.

Male/Female Percentage: Employers reported that 57% of the positions were filled by females.

Promotional Opportunities: Most employers reported that Graders & Sorters-Agricultural Products may be promoted to:

- Lead
- Supervisor
- Foreman
- Packer

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages
 Schools & Colleges

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 7.00	\$ 5.75
Experience/New to Firm	\$ 5.75 - 7.00	\$ 6.00
3+ Yrs. Experience with Firm	\$ 6.00 - 8.28	\$ 6.75
NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 7.00	\$ 6.00
Experience/New to Firm	\$ 5.75 - 7.00	\$ 6.30
3+ Yrs. Experience with Firm	\$ 6.00 - 8.28	\$ 6.68
SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 5.75	\$ 5.75
Experience/New to Firm	\$ 5.75 - 6.00	\$ 5.75
3+ Yrs. Experience with Firm	\$ 6.00 - 7.50	\$ 6.38

Wage Notes: All wages reported were non-union.

Employer Profile: 15 employers supplied the data for this occupation, 9 from North County and 6 from South County, representing a total of 1204 positions. Of the positions reported, 48% were full-time, 2% were part-time, 21% were temporary or on-call, and 30% were seasonal. Many employers reported that full-time hours exceed 40 and may be as high as 59.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	27%	0%	27%	0%	0%	0%
Dental	7%	0%	13%	0%	0%	0%
Vision	13%	0%	20%	0%	0%	0%
Life	7%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	33%	0%	0%	0%	0%	0%
Vacation	47%	0%	0%	0%	0%	0%
Retirement	13%	0%	7%	0%	13%	0%
Child Care	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

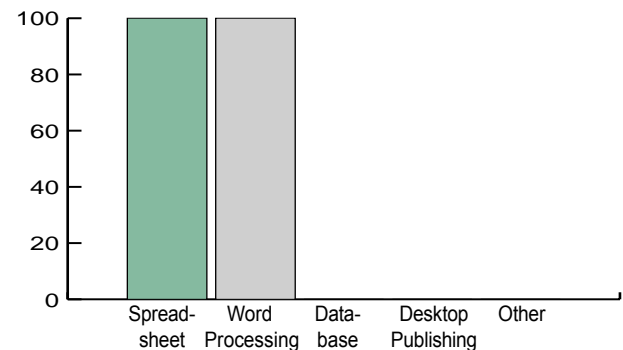
EMPLOYER REQUIREMENTS

Education: Almost all employers do not require recent hires to have a high school diploma or the equivalent.

Experience/Training: Some responding employers require an average of 8 months of work-related experience, primarily in grading and sorting, but most will substitute training for experience.

Most Important to Least Important Skills:
 Follow and give instructions
 Adhere to safety procedures
 Sort raw materials/products in manufacturing
 Recognize crops/food products
 Use hand tools
 Operate specialized equipment in Agriculture, Forestry or Fishing Activities

Computer Skills: A few employers report that Graders & Sorters do use computers.



TRAINING PROVIDERS

Allan Hanock College, Santa Maria
 Programs: Agricultural & Food Products Processing



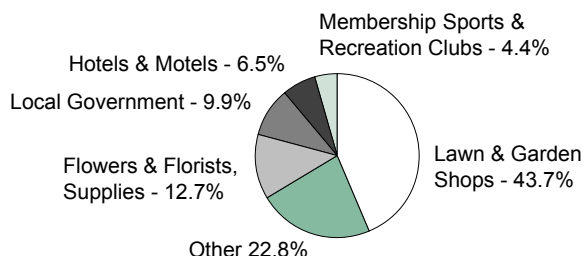
OES Code: 790410

Landscaping and Groundskeeping Laborers landscape and/or maintain grounds of property using hand or power tools or equipment. May work in nursery facility or at customer location. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, and sprinkler installation. Workers may help brick and stone masons.

EMPLOYMENT TRENDS

Size: 1,340 very large

Where The Jobs Are:



Projected Openings: 280
 New: 190
 Due to Separations: 90

Recruitment Methods:

In-House Promotion or Transfer	48%
Employee Referrals	86%
Newspaper Ads	71%
Private Employment Agencies	5%
Employment Development Department	29%
Public school or program referrals	24%
Private school referrals	10%
Union Hall referrals	5%
Hire unsolicited applicants	19%
Other	0%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next three years.

EDD Projections: The new job trend rate for Laborers, Landscaping and

Groundskeeping

is 14.2%, which is growing faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers reported having little difficulty finding both inexperienced and experienced applicants. This indicates that job seekers may experience some competition.

During the last 12 months, many of the vacancies resulted from turnover, some were temporary positions, and a few were new positions or resulted from promotions.

Male/Female Percentage: Employers reported that 98% of the positions were filled by males.

Promotional Opportunities: Most employers reported that Laborers, Landscaping and Groundskeeping may be promoted to:

- Foreman
- Maintenance Workers
- Supervisors
- Managers

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 11.03	\$ 6.00
Experience/New to Firm	\$ 5.75 - 11.99	\$ 7.00
3+ Yrs. Experience with Firm	\$ 6.50 - 17.43	\$ 9.61
NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 11.03	\$ 6.00
Experience/New to Firm	\$ 6.50 - 11.59	\$ 7.00
3+ Yrs. Experience with Firm	\$ 7.50 - 13.45	\$10.00
SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 10.08	\$ 7.00
Experience/New to Firm	\$ 5.75 - 11.99	\$ 7.00
3+ Yrs. Experience with Firm	\$ 6.50 - 17.43	\$ 9.00

Wage Notes: Union wages were reported by 19% of the employers. Union employers generally pay at the high end of all wage ranges.

Employer Profile: 21 employers supplied the data for this occupation, 10 from North County and 11 from South County, representing a total of 296 positions. Of the positions reported, 96% were full-time, 2% were part-time, and 2% were temporary or on-call. A few employers reported full-time hours exceed 40 per week and may be as high as 48.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	67%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	56%	0%				
Vision	22%	0%				
Life	33%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	56%	6%				
Vacation	78%	6%				
Retirement	44%	6%				
Child Care	11%	0%				

Other Benefits: Other employer-specified benefits include holiday pay, union benefit packages, pension plans, and cafeteria plans.

EMPLOYER REQUIREMENTS

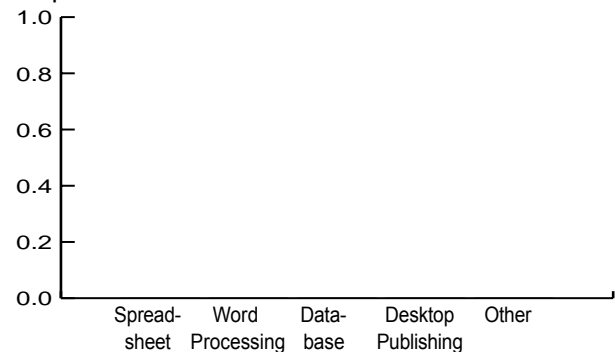
Education: Employers report that almost all recent hires have completed high school or the equivalent.

Experience/Training: Almost all responding employers require 6-12 months of work-related experience, primarily in gardening and/or groundskeeping, but all will substitute training for experience.

Most Important Skills:

- Mechanical ability
- Communication skills/English speaking
- Work independently
- Read & follow directions
- Lawn & garden care skills
- Sprinkler installation and repair skills

Computer Skills: All employers report that Laborers, Landscaping and Groundskeeping do not use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Agribusiness

Santa Barbara City College, Santa Barbara

Programs: Horticulture Science
Environmental Science

Santa Barbara County Regional Occupational Program, Santa Maria

Programs: Agricultural Mechanization, General
Agricultural Animal Husbandry & Production
Horticulture Services Operations & Management
Environmental Technician

University of California Extension, Santa Barbara

Programs: Environmental Science

University of California, Santa Barbara

Programs: Environmental Science
Ecology



OES Code: 798060

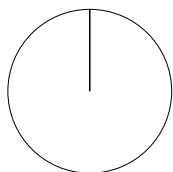
Veterinary Assistants examine animals for a veterinarian. They prepare animals for surgery, perform post-operational medical treatment as needed, and give medications to animals. They usually work directly under the supervision of a veterinarian. They receive extensive training on the job and may also have some post secondary education as trade school or junior college.

EMPLOYMENT TRENDS

Size: 70 small

Where The Jobs Are:

Veterinary Specialties - 100%



Projected Openings: 30
 New: 20
 Due to Separations: 10

Recruitment Methods:

In-House Promotion or Transfer	20%
Employee Referrals	75%
Newspaper Ads	85%
Private Employment Agencies	5%
Employment Development Department	10%
Public school or program referrals	20%
Private school referrals	5%
Union Hall referrals	0%
Hire unsolicited applicants	20%
Other	10%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next three years.

EDD Projections: The new job trend rate for Veterinary Assistants is 28.6%, which is growing much faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers reported having little difficulty finding inexperienced applicants and some difficulty finding experienced applicants. This indicates that job seekers may experience little or some competition.

During the last 12 months, most of the vacancies were created by turnover, some were new positions, and a few were temporary positions or the result of promotions.

Male/Female Percentage: Employers reported that 83% of the positions were filled by females.

Promotional Opportunities: A few employers reported that Veterinary Assistants may be promoted to:

- Office Managers
- Sr. Veterinary Specialists

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTA BARBARA COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 10.00	\$ 6.00
Experience/New to Firm	\$ 6.00 - 16.78	\$ 8.00
3+ Yrs. Experience with Firm	\$ 8.00 - 16.78	\$10.00

NORTH COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 8.00	\$ 5.75
Experience/New to Firm	\$ 6.00 - 16.78	\$ 7.50
3+ Yrs. Experience with Firm	\$ 8.00 - 16.78	\$ 9.50

SOUTH COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 10.00	\$ 7.00
Experience/New to Firm	\$ 7.00 - 10.00	\$ 8.00
3+ Yrs. Experience with Firm	\$ 9.00 - 13.00	\$11.50

Wage Notes: All wages reported were non-union.

Employer Profile: 20 employers supplied the data for this occupation, 10 from North County and 10 from South County, representing a total of 71 positions. Of the positions reported, 55% were full-time, 42% were part-time, and 3% were temporary or on-call.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	69%	13%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	25%	0%				
Vision	0%	0%				
Life	6%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	50%	25%				
Vacation	63%	25%				
Retirement	19%	13%				
Child Care	0%	0%				

Other Benefits: Other employer-specified benefits include IRA accounts, free pet care, and uniforms.

EMPLOYER REQUIREMENTS

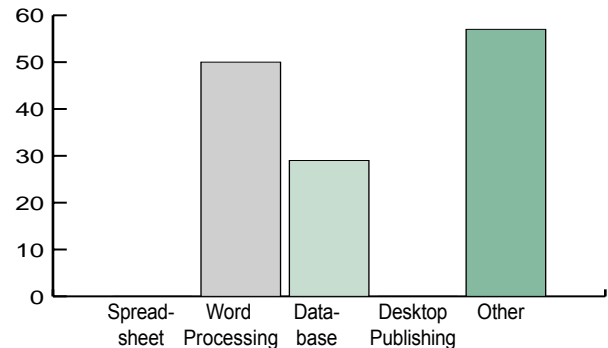
Education: Employers report that all recent hires have completed high school or the equivalent and many have completed college course work (but not necessarily a degree). A registered veterinary technician certificate or license may be required by many employers.

Experience/Training: Almost all responding employers require 6-24 months of work-related experience, primarily in veterinary-related positions, but almost all will substitute training for experience.

Most Important Skills:

- Computer skills
- Use of new equipment
- Ability to read and follow directions
- Ability to work under pressure
- Ability to give medication to animals
- Problem solving skills

Computer Skills: Most employers report that Veterinary Assistants do use computers.



TRAINING PROVIDERS

Santa Barbara County Regional Occupational Program , Santa Maria

Programs: Veterinarian Assistant/Animal Health Technician

University of California, Santa Barbara

Programs: Pharmacology, Human and Animal Zoology, General

PRODUCTION, CONSTRUCTION, OPERATING AND MAINTENANCE OCCUPATIONS

Assemblers - Electrical and Electronic Equipment - Precision
Carpenters
Drivers/Sales Workers
Drywall Installers
Electricians
Farm Equipment
Hand Packers and Packagers
Heating, Air Conditioning, Refrigeration Mechanics and Installers
Industrial Truck and Tractor Operators
Machinists
Roofers
Truck Drivers - Heavy or Tractor Trailer
Truck Drivers, Light - Include Delivery and Route Workers
Welders and Cutters



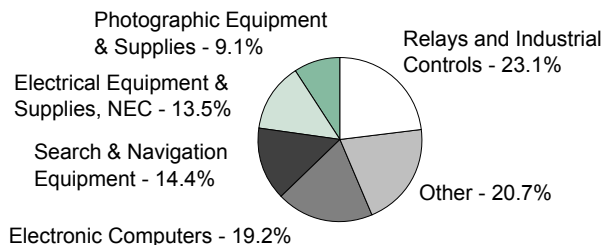
OES Code: 931140

Assemblers of Electrical and Electronic Precision assemble or modify prototypes or final assemblies of electrical or electronic equipment, such as missile control systems, radio and test equipment, computers, machine-tool numerical controls, radar, sonar and telemetering systems, or appliances. Please include workers who primarily assemble electrical systems for machinery.

EMPLOYMENT TRENDS

Size: 220 small

Where The Jobs Are:



Projected Openings: 20
 New: -10
 Due to Separations: 30

Recruitment Methods:

In-House Promotion or Transfer	33%
Employee Referrals	93%
Newspaper Ads	87%
Private Employment Agencies	40%
Employment Development Department	33%
Public school or program referrals	7%
Private school referrals	7%
Union Hall referrals	0%
Hire unsolicited applicants	27%
Other	7%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to grow over the next three years.
 EDD Projections: The new job trend rate for Assemblers - Electrical and Electronic Equipment - Precision is -4.5%, which is declining when compared to the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers reported having little difficulty finding both inexperienced and experienced applicants. This indicates that job seekers may experience some competition.

During the last 12 months, many of the vacancies filled were created by new positions, some were due to turnover, and a few resulted from temporary positions or promotions.

Male/Female Percentage: Employers reported that 62% of the positions were filled by females.

Promotional Opportunities: Almost all employers reported that Assemblers - Electrical and Electronic Equipment - Precision may be promoted to:

- Assemblers
- Lead Workers
- Managers
- Supervisors
- Technicians
- Inspectors

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 12.00	\$ 7.00
Experience/New to Firm	\$ 6.50 - 14.00	\$ 8.50
3+ Yrs. Experience with Firm	\$ 7.00 - 20.00	\$10.00

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ N/A	\$ N/A
3+ Yrs. Experience with Firm	\$ N/A	\$ N/A

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 12.00	\$ 7.50
Experience/New to Firm	\$ 7.00 - 14.00	\$ 9.00
3+ Yrs. Experience with Firm	\$ 7.50 - 20.00	\$10.00

Wage Notes: All wages reported were non-union. North County employers pay at the low end of all wage ranges. The median for North County wages are \$6.00 for a new employee/no experience, \$7.50 for a new employee/experience, and \$8.25 for an employee with 3+ year with firm.

Employer Profile: 15 employers supplied the data for this occupation, 4 from North County and 11 from South County, representing a total of 191 positions. Of the positions reported, 95% were full-time, 2% were part-time, and 3% were temporary or on-call.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	93%	7%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	73%	7%				
Vision	40%	0%				
Life	60%	7%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	67%	13%				
Vacation	80%	13%				
Retirement	73%	7%				
Child Care	0%	0%				

Other Benefits: Other employer-specified benefits include 401(K) plans, profit sharing, Section 125 plans, and educational assistance programs.

EMPLOYER REQUIREMENTS

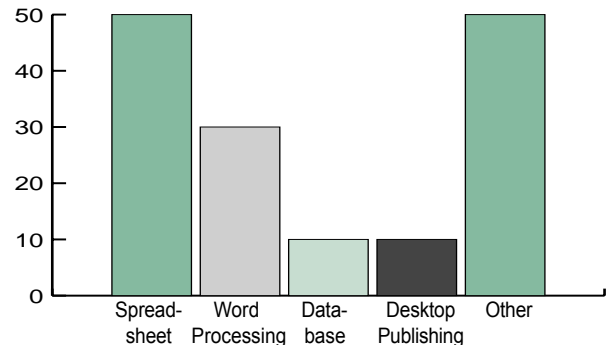
Education: Employers report that almost all recent hires have completed high school or the equivalent and few have college course work (but not necessarily a degree).

Experience/Training: Almost all responding employers require 6-60 months of work-related experience, primarily in assembling, but most will substitute training for experience.

Most Important Skills:

- Non-flux soldering
- Solder dipping machine operation
- Be detail-oriented
- Read and follow directions
- Perform mechanical skill with a high level of accuracy
- Good hand-eye coordination

Computer Skills: most employers report that Assemblers - Electrical and Electronic Equipment - Precision do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria
 Programs: Electrical, Electronic & Comm.
 Engineering
 Engineering, General
 Engineering, Other
 Machine Technology

Best One Computer Education Center, Santa Maria

Programs: Computer Maintenance
 Computer Repair

Coastal Valley College, Santa Maria
 Programs: Electrical & Electronic Equipment
 Installer

Computer Supportive Services, Santa Maria
 Programs: Computer Repair/Troubleshooting
Santa Barbara City College, Santa Barbara
 Programs: Electrical, Electronic & Comm.
 Engineering
 Engineering-Related Technician,
 General



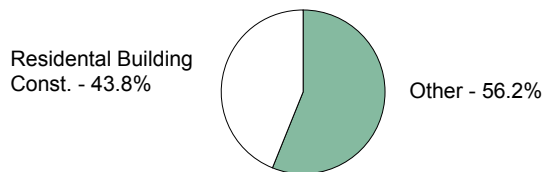
OES Code: 871020

Carpenters perform the carpentry duties necessary to make or repair wooden structures, structural members, and fixtures and equipment using carpentry tools and woodworking machines. Please do not include Cabinetmakers and Bench Carpenters.

EMPLOYMENT TRENDS

Size: 660 - 760 large

Where The Jobs Are:



Projected Openings: 190
 New: 100
 Due to Separations: 90

Recruitment Methods:
 Employee Referrals 82%
 Newspaper Ads 41%
 Walk-in Applicants 41%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years. EDD Projections: The new job trend rate for Carpenters is 15.2%, which is growing much faster than the average growth rate of 9.3% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

During the last 12 months, many of the vacancies filled were new positions, some were temporary positions, and a few resulted from promotions or were created by turnover.

Male/Female Percentage: Employers reported that 99% of the positions were filled by males.

Promotional Opportunities: Almost all employers reported that Carpenters may be promoted to:

- Foreman
- Supervisor
- Superintendent
- Estimator
- Lead

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages
 Schools & Colleges

Discourages
 Housing Regulations
 Local Government Regulations
 Childcare Services
 Local taxes

WAGES AND BENEFITS

SANTABARBARACOUNTY-Non-Union	RANGE	MEDIAN
Entry Level/No Experience	\$ 8.00 - 8.00	\$ 8.00
Experience/New to Firm	\$ 8.00 - 20.00	\$14.38
3+ Yrs. Experience with Firm	\$18.00 - 28.77	\$25.00

SANTABARBARACOUNTY-Union	RANGE	MEDIAN
Entry Level/No Experience	\$10.70 - 10.70	\$10.70
Experience/New to Firm	\$16.00 - 26.75	\$22.68
3+ Yrs. Experience with Firm	\$25.30 - 26.75	\$26.75

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$12.00 - 26.75	\$19.00
3+ Yrs. Experience with Firm	\$25.00 - 26.75	\$25.00

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 8.00 - 25.30	\$16.00
3+ Yrs. Experience with Firm	\$18.00 - 28.77	\$25.00

Wage Notes: Union wages were reported by 24% of the employers. Union employers generally pay at the top end of all wage ranges.

Employer Profile: 17 employers supplied the data for this occupation, 4 from North County and 13 from South County, representing a total of 210 positions. Of the positions reported, 94% were full-time and 5% were part-time. A few employers reported full-time hours exceed 40 per week and may be as high as 50.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	29%	0%	29%	6%	0%	0%
Dental	18%	0%	18%	0%	0%	6%
Vision	18%	0%	0%	0%	0%	6%
Life	18%	0%	0%	0%	0%	6%
Other	0%	0%	0%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	35%	0%	0%	0%	0%	0%
Vacation	47%	0%	6%	0%	0%	0%
Retirement	29%	0%	0%	0%	12%	0%
Child Care	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

EMPLOYER REQUIREMENTS

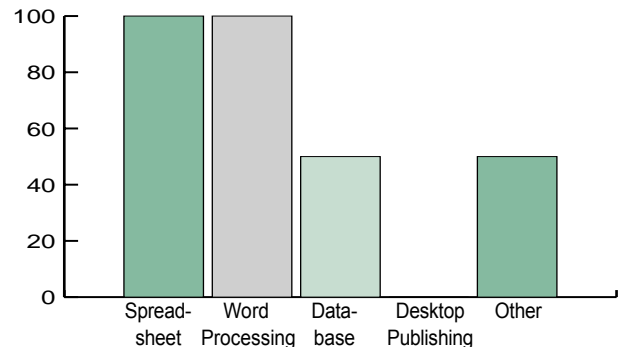
Education: Many employers do not require recent hires to have a high school diploma or the equivalent.

Experience/Training: Almost all responding employers require an average of 16 months of work-related experience, primarily in carpentry, but many will substitute training for experience.

Most Important to Least Important Skills:

- Apply advanced technical math
- Apply Building Codes
- Move and lift heavy objects
- Read blueprints & technical drawings
- Adhere to safety procedures
- Use hand & power tools

Computer Skills: A few employers report that Carpenters do use computers.



TRAINING PROVIDERS

Lompoc Unified Adult School

Programs: Carpenters



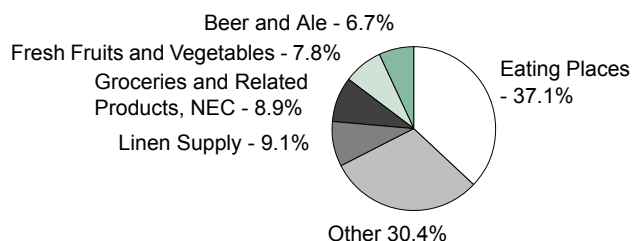
OES Code: 971170

Driver/Sales Workers drive trucks or other vehicles over established routes to deliver and sell goods, such as food products, to collect and deliver items, such as laundry; or to collect coins, and to refill service vending machines. Please include newspaper delivery drivers.

EMPLOYMENT TRENDS

Size: 460 large

Where The Jobs Are:



Projected Openings: 150
 New: 70
 Due to Separations: 80

Recruitment Methods:

In-House Promotion or Transfer	47%
Employee Referrals	89%
Newspaper Ads	68%
Private Employment Agencies	11%
Employment Development Department	16%
Public school or program referrals	16%
Private school referrals	11%
Union Hall referrals	5%
Hire unsolicited applicants	32%
Other	0%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next three years.

EDD Projections: The new job trend rate for Driver/Sales Workers is 15.2%, which is growing faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers reported having little difficulty finding both inexperienced and experienced applicants. This indicates that job seekers may experience some competition.

During the last 12 months, many of the vacancies filled were created by turnover, some were new positions, and a few were temporary positions or resulted from promotions.

Male/Female Percentage: Employers reported that 93% of the positions were filled by males.

Promotional Opportunities: Most employers reported that Drivers/Sales Workers may be promoted to:

- Driver Supervisors
- Route Supervisors
- Supervisors
- Sales Positions

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 13.75	\$ 7.00
Experience/New to Firm	\$ 5.75 - 15.00	\$ 8.00
3+ Yrs. Experience with Firm	\$ 6.00 - 20.00	\$10.38

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 12.61	\$ 7.00
Experience/New to Firm	\$ 5.75 - 14.17	\$ 8.00
3+ Yrs. Experience with Firm	\$ 6.00 - 15.72	\$10.38

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 13.75	\$ 7.00
Experience/New to Firm	\$ 6.00 - 15.00	\$ 7.75
3+ Yrs. Experience with Firm	\$ 7.00 - 20.00	\$10.25

Wage Notes: Union wages were reported by 16% of the employers. Union employers generally pay at the top end of all wage ranges.

Employer Profile: 19 employers supplied the data for this occupation, 9 from North County and 10 from South County, representing a total of 187 positions. Of the positions reported, 84% were full-time, 14% were part-time, and 1% were temporary or on-call. A few employers reported full-time hours exceed 40 per week and may be as high as 50.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	100%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	79%	0%				
Vision	50%	0%				
Life	50%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	79%	0%				
Vacation	93%	0%				
Retirement	50%	0%				
Child Care	0%	0%				

Other Benefits: Other employer-specified benefits include accident/illness plans, union benefit packages, and a cancer program.

EMPLOYER REQUIREMENTS

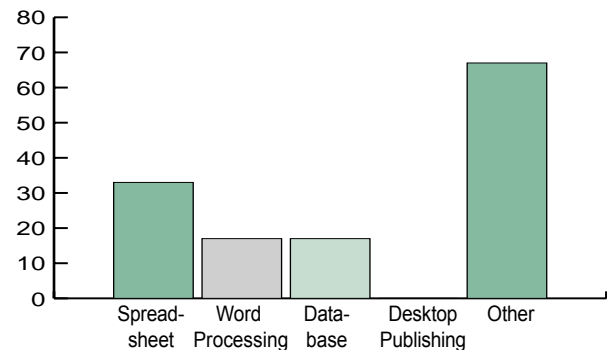
Education: Employers report that almost all recent hires have completed high school or the equivalent and a few require college course work (but not necessarily a degree). A commercial drivers license, Class A and/or Class B, may be required by some employers.

Experience/Training: Almost all responding employers require 3-24 months of work-related experience, primarily in delivery or route driving, but almost all will substitute training for experience.

Most Important Skills:

- Computer skills
- Basic math skills
- Work independently
- Organize and manage time effectively
- Solve problems
- Answer questions

Computer Skills: Many employers report that Drivers/Sales Workers do use computers.



TRAINING PROVIDERS

Allan Hanock College, Santa Maria

Programs: Business Marketing and Marketing Management

Center for Employment Training, Santa Maria

Programs: Business and Personal Services Marketing

Santa Barbara City College, Santa Barbara

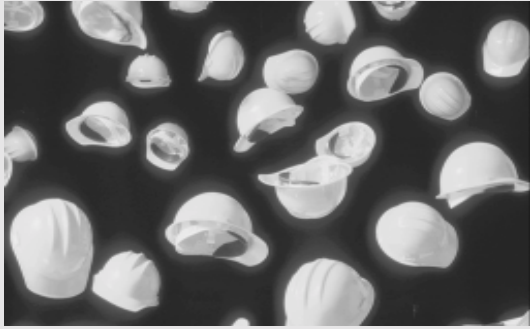
Programs: Marketing Operations/Marketing and Distribution, Other

Santa Barbara County Regional Occupational Program, Santa Maria

Programs: General Marketing Operations

University of California Extension, Santa Barbara

Programs: Marketing Operations/Marketing and Distribution, Other



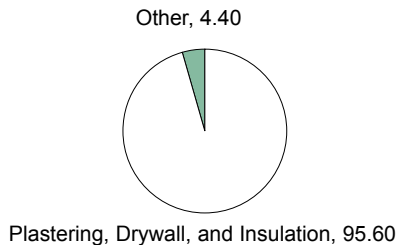
OES Code: 871080

Drywall Installers apply plasterboard or other wallboard to ceiling and interior walls of buildings.

EMPLOYMENT TRENDS

Size: 90 - 110 small

Where The Jobs Are:



Projected Openings: 40
 New: 20
 Due to Separations: 20

Recruitment Methods:

In-House Promotion or Transfer	33%
Employee Referrals	83%
Newspaper Ads	0%
Private Employment Agencies	0%
Employment Development Department	0%
School, program referrals	0%
Union Hall referrals	17%
Walk-in Applicants	50%
Trade Journals	17%
Internet	0%
Colleges/Universities	0%
Other	0%

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Drywall Hangers is 22.2%, which is growing much faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced and inexperienced applicants. Employer demand is considerably greater than supply. Applicants may encounter no competition in their job search.

During the last 12 months, many of the vacancies filled were created by new positions and a few were temporary positions, resulted from promotions or turnover.

Male/Female Percentage: Employers reported that 99% of the positions were filled by males.

Promotional Opportunities: Most employers reported that Drywall Installers may be promoted to:

- Foremen
- Supervisors
- Construction Managers
- Journeymen

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 8.00 - 8.00	\$ 8.00
Experience/New to Firm	\$10.00 - 16.78	\$15.00
3+ Yrs. Experience with Firm	\$12.00 - 24.75	\$20.00

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ N/A	\$ N/A
3+ Yrs. Experience with Firm	\$ N/A	\$ N/A

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ N/A	\$ N/A
3+ Yrs. Experience with Firm	\$ N/A	\$ N/A

Wage Notes: Union wages were reported by 14% of the employers. Union employers generally pay at the top end of all wage ranges.

Employer Profile: 7 employers supplied the data for this occupation, 5 from North County and 2 from South County, representing a total of 191 positions. Of the positions reported, 98% were full-time and 2% were part-time.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	14%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	14%	0%				
Vision	14%	0%				
Life	14%	0%				
Other	0%	0%				
Sick Leave	29%	0%				
Vacation	14%	0%				
Retirement	14%	0%				
Child Care	14%	0%				

Other Benefits: No other benefits were listed.

EMPLOYER REQUIREMENTS

Education: Most employers do not require recent hires to have a high school diploma and a few employers do require a high school diploma or the equivalent. A few employers may require their employees to be journeyman.

Experience/Training: Almost all responding employers require 6-24 months of work-related experience, primarily in drywall installation, but many will substitute training for experience.

Most Important Skills:

Good work habits

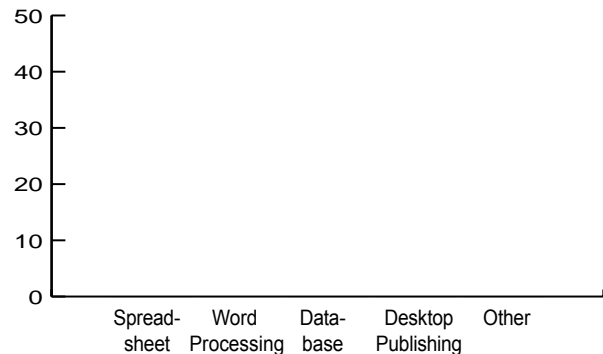
Perform routine repetitive work

Work independently

Knowledge of tools and machines used to install drywall

Ability to exert force to push, pull, lift or carry objects

Computer Skills: All employers report that Drywall Installers do not use computers.



TRAINING PROVIDERS

Center for Employment Training, Santa Maria
 Programs: Building/Property Maintenance
Santa Barbara County Regional Occupational Program, Santa Maria
 Programs: Construction/Building Technician

Santa Barbara County Regional Occupation Program, Santa Barbara
 Programs: Construction Technology



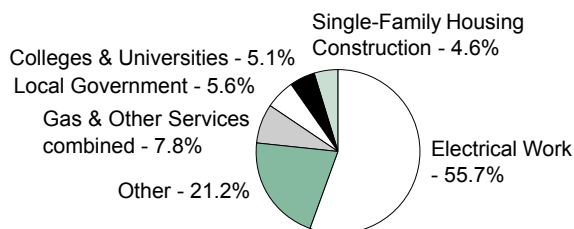
OES Code: 872020

Electricians install, maintain, and repair wiring, electrical equipment, and fixtures. They insure that work is in accordance with relevant codes. They may read blueprints. Please include Protective Signal Installers and Repairers and Street Light Servicers.

EMPLOYMENT TRENDS

Size: 350 medium

Where The Jobs Are:



Projected Openings: 120
 New: 60
 Due to Separations: 60

Recruitment Methods:

In-House Promotion or Transfer	25%
Employee Referrals	25%
Newspaper Ads	25%
Private Employment Agencies	19%
Employment Development Department	19%
Public school or program referrals	13%
Private school referrals	13%
Union Hall referrals	38%
Hire unsolicited applicants	25%
Other	19%

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next three years.

EDD Projections: The new job trend rate for Electricians is 17.1%, which is growing much faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers reported having little difficulty finding both inexperienced and experienced applicants. This indicates that job seekers may experience some competition.

During the last 12 months, many of the vacancies filled were created by turnover or were new positions.

Male/Female Percentage: Employers reported that 99% of the positions were filled by males.

Promotional Opportunities: Most employers reported that Electricians may be promoted to:

- Project Managers/Managers
- Supervisors
- Lead Workers
- Maintenance Managers

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY-Non-Union	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 12.00	\$ 8.25
Experience/New to Firm	\$ 8.00 - 23.97	\$14.00
3+ Yrs. Experience with Firm	\$10.00 - 23.97	\$17.00

SANTABARBARACOUNTY-Union	RANGE	MEDIAN
Entry Level/No Experience	\$ 9.32 - 15.24	\$13.23
Experience/New to Firm	\$ 9.49 - 25.00	\$15.54
3+ Yrs. Experience with Firm	\$ 9.49 - 25.00	\$19.18

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 15.24	\$11.36
Experience/New to Firm	\$ 6.00 - 25.00	\$15.24
3+ Yrs. Experience with Firm	\$ 9.24 - 25.00	\$17.26

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 12.00	\$ 9.00
Experience/New to Firm	\$ 8.00 - 19.18	\$15.00
3+ Yrs. Experience with Firm	\$12.00 - 23.96	\$17.50

Wage Notes: Union wages were reported by 44% of the employers.

Employer Profile: 16 employers supplied the data for this occupation, 8 from North County and 8 from South County, representing a total of 140 positions. Of the positions reported, 100% were full-time. A few employers reported full-time hours exceed 40 hours per week and may be as high as 45 hours.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	81%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	56%	0%				
Vision	25%	0%				
Life	44%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	31%	0%				
Vacation	75%	0%				
Retirement	31%	0%				
Child Care	0%	0%				

Other Benefits: Other employer-specified benefits include 401(K) plans and union benefit packages.

EMPLOYER REQUIREMENTS

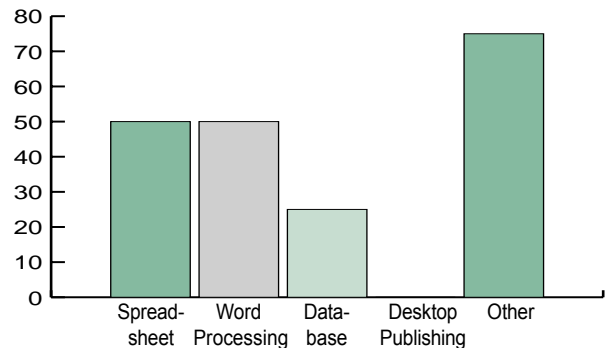
Education: Employers report that all recent hires have completed high school or the equivalent. An Electrical/Maintenance training certificate may be required by some employers.

Experience/Training: Almost all responding employers require 3-60 months of work-related experience, primarily electrical, but almost all will substitute training for experience.

Most Important Skills:

Computer skills
Knowledge of fiber optics
Read and understand building codes
Organize time effectively
Perform technical skills with a level of accuracy
Meet deadlines

Computer Skills: Some employers report that Electricians do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Electrical, Electronic & Communication Engineering
Electrician

Coastal Valley College, Santa Maria

Programs: Electrical and Electronic Engineering
Installers and Repairers

Electrical Workers #413, Santa Maria

Programs: Electricians

Santa Barbara City College, Santa Barbara

Programs: Electrical, Electronic & Communication Engineering

Santa Barbara County Regional Occupational Program, Santa Barbara

Programs: Construction Trades, Other
Electrical Technology



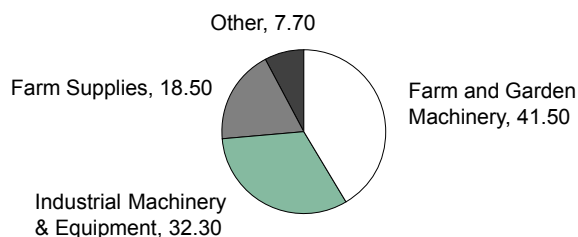
OES Code: 853210

Farm Equipment Mechanics maintain, repair, and overhaul farm machinery and vehicles, such as tractors, harvesters, and irrigation systems. They may repair dairy equipment. Please do not include Bus and Truck Mechanics and Diesel Engine Specialists.

EMPLOYMENT TRENDS

Size: 50 - 70 small

Where The Jobs Are:



Projected Openings: 30
 New: 20
 Due to Separations: 10

Recruitment Methods:

In-House Promotion or Transfer	22%
Employee Referrals	67%
Newspaper Ads	78%
Private Employment Agencies	11%
Employment Development Department	33%
School, program referrals	0%
Union Hall referrals	0%
Walk-in Applicants	22%
Trade Journals	0%
Internet	11%
Colleges/Universities	11%
Other	11%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Farm Equipment Mechanics is 40.0%, which is growing much faster than the

average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is considerably greater than supply. Applicants may encounter little competition in their job search.

During the last 12 months, many of the vacancies filled were created by turnover or were new positions, and a few resulted from promotions.

Male/Female Percentage: Employers reported that 100% of the positions were filled by males.

Promotional Opportunities: Many employers reported that Farm Equipment Mechanics may be promoted to:

- Supervisors
- Shop Foremen/Managers
- Diesel Mechanics
- Service Managers

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 7.00	\$ 6.50
Experience/New to Firm	\$ 8.00 - 12.50	\$ 9.00
3+ Yrs. Experience with Firm	\$10.00 - 15.00	\$12.00

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ N/A	\$ N/A
3+ Yrs. Experience with Firm	\$ N/A	\$ N/A

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ N/A	\$ N/A
3+ Yrs. Experience with Firm	\$ N/A	\$ N/A

Wage Notes: All wages reported were non-union.

Employer Profile: 9 employers supplied the data for this occupation, 9 from North County and 0 from South County, representing a total of 42 positions. Of the positions reported, 95% were full-time and 5% were part-time. A few employers reported full-time hours exceeded 40 per week and may be as high as 55 hours.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	44%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	33%	0%				
Vision	22%	0%				
Life	33%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	44%	11%				
Vacation	56%	11%				
Retirement	33%	0%				
Child Care	0%	0%				

Other Benefits: No other benefits were listed.

EMPLOYER REQUIREMENTS

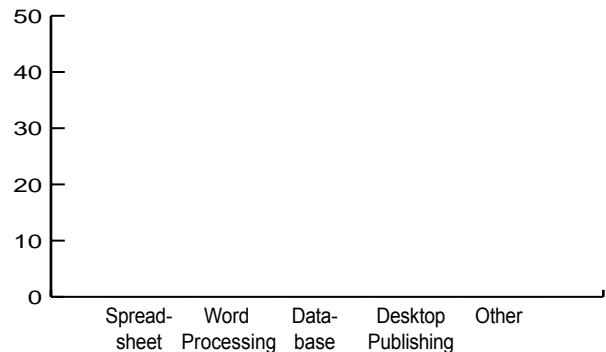
Education: Most employers require recent hires to have a high school diploma or the equivalent and some do not require a high school diploma.

Experience/Training: Most responding employers require 12-24 months of work-related experience, primarily in diesel or heavy equipment mechanics, but a few will substitute training for experience.

Most Important Skills:

- Record keeping
- Wind machine experience
- Work under pressure
- Read and follow directions
- Ability to detect malfunctions
- Test and replace machine components

Computer Skills: All employers report that Farm Equipment Mechanics do not use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria
 Programs: Heavy Equipment Maintenance and Repair

Santa Barbara County Regional Occupational Program, Santa Maria
 Programs: Agricultural Mechanization, General



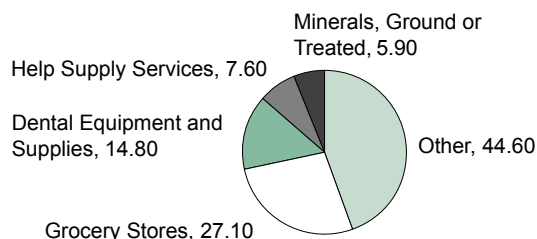
OES Code: 989020

Hand Packers and Packers pack or package by hand a wide variety of products and materials. Please do not include workers whose jobs require more than minimum training.

EMPLOYMENT TRENDS

Size: 950 - 1,090 large

Where The Jobs Are:



Projected Openings: 330
 New: 140
 Due to Separations: 190

Recruitment Methods:

In-House Promotion or Transfer	22%
Employee Referrals	70%
Newspaper Ads	35%
Private Employment Agencies	9%
Employment Development Department	0%
School, program referrals	4%
Union Hall referrals	4%
Walk-in Applicants	74%
Trade Journals	0%
Internet	0%
Colleges/Universities	0%
Other	4%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Hand Packers and Packers is 14.7%, which is growing faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is not difficult to find experienced and inexperienced applicants. Supply of qualified applicants is greater than demand, creating a very competitive job market for applicants.

During the last 12 months, most of the vacancies filled were created by temporary positions and a few resulted from new positions, turnover or promotions.

Male/Female Percentage: Employers reported that 59% of the positions were filled by females.

Promotional Opportunities: Almost all employers reported that Handpackers may be promoted to:

- Supervisors
- Foremen
- Managers
- Truck Drivers

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 8.00	\$ 6.25
Experience/New to Firm	\$ 5.75 - 10.00	\$ 6.50
3+ Yrs. Experience with Firm	\$ 5.75 - 11.51	\$ 7.50
NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 6.80	\$ 5.88
Experience/New to Firm	\$ 5.75 - 7.50	\$ 6.38
3+ Yrs. Experience with Firm	\$ 5.75 - 10.00	\$ 7.05
SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 8.00	\$ 6.37
Experience/New to Firm	\$ 5.75 - 10.00	\$ 6.50
3+ Yrs. Experience with Firm	\$ 6.00 - 11.51	\$ 7.88

Wage Notes: Union wages were reported by 13% of the employers. Union employers generally pay at the top end of all wage ranges.

Employer Profile: 23 employers supplied the data for this occupation, 10 from North County and 13 from South County, representing a total of 841 positions. Of the positions reported, 52% were full-time, 14% were part-time, 5% were temporary or on-call and 29% were seasonal. A few employers reported full-time hours exceed 40 per week and may be as high as 60.

Benefits:	Employer		Shared Cost		Employee	
	Pays All				Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	14%	5%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	5%	5%				
Vision	5%	5%				
Life	14%	5%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	33%	19%				
Vacation	48%	19%				
Retirement	10%	0%				
Child Care	0%	0%				

Other Benefits: No other benefits were mentioned.

EMPLOYER REQUIREMENTS

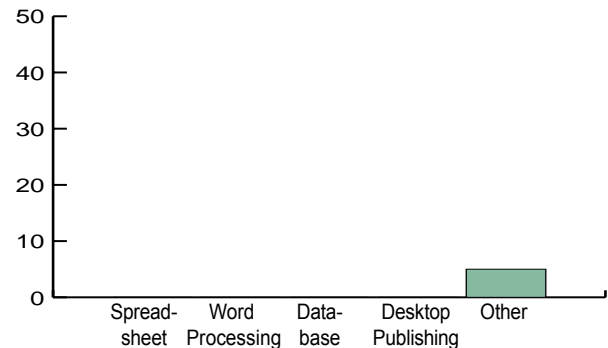
Education: Most employers do not require recent hires to have a high school diploma and some require than to have a high school diploma or the equivalent.

Experience/Training: A few responding employers require 2-6 months of work-related experience, primarily in packing or assembly work, but many will substitute training for experience.

Most Important Skills:

Manual dexterity
Good hand-eye coordination
Work independently
Place or pour materials into containers
Ability to measure, weigh or count materials
Assemble or line containers

Computer Skills: A few employers report that Hand Packers and Packagers do use computers.



TRAINING PROVIDERS

Center for Employment Training, Santa Maria
Programs: Warehouse Specialist

Santa Barbara County Regional Occupational Program, Santa Maria
Programs: General Retailing and Wholesaling Operations & Skills



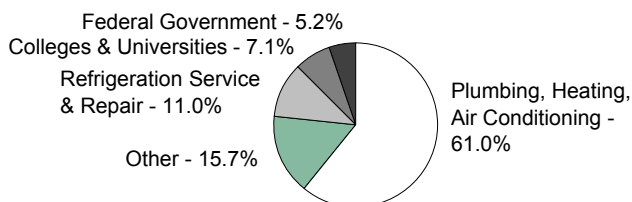
OES Code: 859020

Heating, Air Conditioning, and Refrigeration Mechanics and Installers install and repair heating, air conditioning, and refrigeration systems. Their duties may include installation and repair of oil-burners, hot-air furnaces, heating stoves, and similar equipment in homes and commercial establishments using hand and pipe threading tools. They may also install and repair cooling and central air conditioning systems. Please do not include workers who do only plumbing and pipefitting work.

EMPLOYMENT TRENDS

Size: 120 small

Where The Jobs Are:



Projected Openings: 50
 New: 30
 Due to Separations: 20

Recruitment Methods:

In-House Promotion or Transfer	53%
Employee Referrals	74%
Newspaper Ads	79%
Private Employment Agencies	11%
Employment Development Department	21%
Public school or program referrals	16%
Private school referrals	5%
Union Hall referrals	16%
Hire unsolicited applicants	37%
Other	0%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next three years.

EDD Projections: The new job trend rate for Heating, Air Conditioning, and Refrigeration Mechanics is 25.0%, which is growing much faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers reported having little difficulty finding inexperienced applicants and some difficulty finding experienced applicants. This indicates that job seekers may experience little or some competition.

During the last 12 months, many of the vacancies filled were created by turnover and some were new positions or resulted from promotions.

Male/Female Percentage: Employers reported that 96% of the positions were filled by males.

Promotional Opportunities: Many employers reported that Heating, Air Conditioning and Refrigeration Mechanics may be promoted to:

- Plumbers
- Journeymen
- Supervisors
- Directors of Engineering

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 14.38	\$ 8.00
Experience/New to Firm	\$ 8.00 - 20.50	\$10.00
3+ Yrs. Experience with Firm	\$10.00 - 25.00	\$16.00

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 12.00	\$ 7.50
Experience/New to Firm	\$ 8.00 - 20.50	\$12.00
3+ Yrs. Experience with Firm	\$10.00 - 25.00	\$18.00

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 14.38	\$ 8.00
Experience/New to Firm	\$ 8.00 - 19.18	\$10.00
3+ Yrs. Experience with Firm	\$10.00 - 20.00	\$15.23

Wage Notes: Union wages were reported by 16% of the employers. Union employers generally pay at the low end of the wage ranges, mostly in the entry level/no experience and experience/new to firm ranges.

Employer Profile: 19 employers supplied the data for this occupation, 8 from North County and 11 from South County, representing a total of 134 positions. Of the positions reported, 96% were full-time and 4% were part-time.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	82%	6%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	59%	0%				
Vision	41%	6%				
Life	35%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	47%	0%				
Vacation	94%	0%				
Retirement	35%	0%				
Child Care	0%	0%				

Other Benefits: No other benefits were reported.

EMPLOYER REQUIREMENTS

Education: Employers report that almost all recent hires have completed high school or the equivalent and a few have completed college course work (but not necessarily a degree). HVAC certification may be required by many employers and EPA certification may also be required for some positions.

Experience/Training: All responding employers require 3-36 months of work-related experience, primarily in HVAC, but most will substitute training for experience.

Most Important Skills:

Familiarity with new materials

Work under pressure

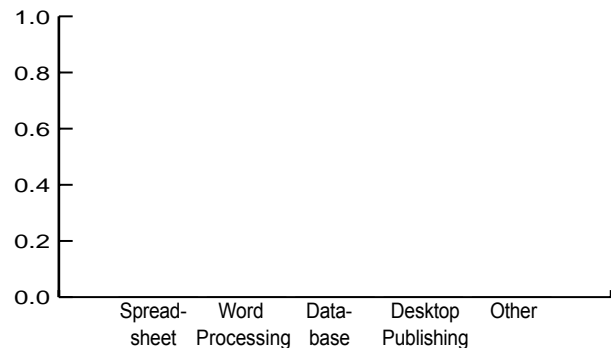
Work independently

Possession of good DMV driving record

Problem solving skills

Good understanding of circuit design

Computer Skills: All employers report that Heating, Air Conditioning, and Refrigeration Mechanics do not use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Plumbers and Pipefitters
Heavy Equipment Maintenance and Repair
Maintenance Technology

Center for Employment Training, Santa Maria

Programs: Building/Property Maintenance

Santa Barbara County Regional Occupation Program, Santa Maria

Programs: Construction/Building Technicians

Santa Barbara County Regional Occupational Program, Santa Barbara

Programs: Construction Trades, Other

140 INDUSTRIAL TRUCK AND TRACTOR OPERATORS



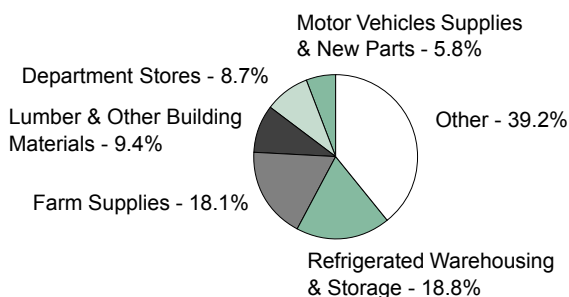
OES Code: 979470

Industrial Truck and Tractor Operators operate gasoline or electric powered industrial trucks and tractors equipped with fork lift, elevated platform, or trailer hitch to move materials within an establishment, warehouse, storage yard, factory, or at a construction site. Please do not include Logging Tractor Operators.

EMPLOYMENT TRENDS

Size: 340 medium

Where The Jobs Are:



Projected Openings: 140
New: 80
Due to Separations: 60

Recruitment Methods:

In-House Promotion or Transfer	57%
Employee Referrals	86%
Newspaper Ads	57%
Private Employment Agencies	29%
Employment Development Department	38%
Public school or program referrals	24%
Private school referrals	19%
Union Hall referrals	10%
Hire unsolicited applicants	38%
Other	0%

Projections:

Employer Findings: Many employers in this study project employment for this occupation to grow over the next three years.

EDD Projections: The new job trend rate for Industrial Truck and Tractor Operators is 23.5%, which is growing much faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers reported having little difficulty finding both inexperienced and experienced applicants. This indicates that job seekers may experience some competition.

During the last 12 months, some of the vacancies filled were created by turnover or temporary positions and a few were new positions or resulted from promotions.

Male/Female Percentage: Employers reported that 98% of the positions were filled by males.

Promotional Opportunities: Almost all employers reported that Industrial Truck and Tractor Operators may be promoted to:

- Managers
- Lead Positions
- Supervisors
- Warehouse Positions
- Sales Positions

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY-Non-Union	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 11.50	\$ 8.00
Experience/New to Firm	\$ 6.75 - 12.00	\$ 8.25
3+ Yrs. Experience with Firm	\$ 6.75 - 16.00	\$10.50

SANTABARBARACOUNTY-Union	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 13.35	\$ 9.59
Experience/New to Firm	\$ 8.00 - 14.00	\$11.99
3+ Yrs. Experience with Firm	\$12.00 - 16.78	\$14.38

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 11.50	\$ 8.00
Experience/New to Firm	\$ 6.75 - 12.00	\$ 8.00
3+ Yrs. Experience with Firm	\$ 6.75 - 16.78	\$11.50

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 13.35	\$ 8.50
Experience/New to Firm	\$ 8.00 - 14.00	\$ 9.50
3+ Yrs. Experience with Firm	\$ 9.00 - 16.00	\$12.22

Wage Notes: Union wages were reported by 24% of the employers.

Employer Profile: 21 employers supplied the data for this occupation, 13 from North County and 8 from South County, representing a total of 267 positions. Of the positions reported, 79% were full-time, 7% were part-time, 5% were temporary or on-call, and 9% were seasonal. A few employers reported full-time hours exceed 40 per week and may be as high as 50.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	100%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	60%	0%				
Vision	30%	0%				
Life	50%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	45%	0%				
Vacation	55%	0%				
Retirement	45%	0%				
Child Care	0%	0%				

Other Benefits: Other employer-specified benefits include 401(K) plans and incentive plans.

EMPLOYER REQUIREMENTS

Education: Employers report that almost all recent hires have completed high school or the equivalent. A Class A drivers license may be required by some employers. A few employers may require a forklift certification or haz mat hauling certificate.

Experience/Training: Almost all responding employers require 3-36 months of work-related experience, primarily in various driving positions or forklift/equipment operating, but all will substitute training for experience.

Most Important Skills:

Good reading skills

Good writing skills

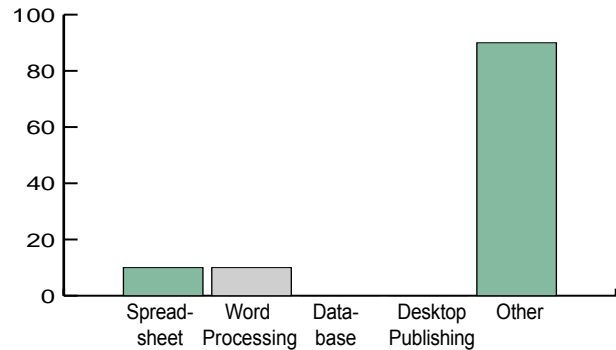
Read & follow directions

Work independently

Ability to lift at least 50+ lbs. repeatedly

Good DMV driving record

Computer Skills: Many employers report that Industrial Truck and Tractor Operators do use computers.



TRAINING PROVIDERS

Center for Employment Training, Santa Maria

Programs: Forklift Drivers

Santa Barbara County Regional Occupational Program, Santa Maria

Programs: Agricultural Mechanization, General

University of California Extension, Santa Barbara

Programs: Industrial Production Technology/Technicians



OES Code: 891080

Machinists set up and operate machine tools and fit and assemble parts to make or repair metal parts, mechanisms, tools or machines by applying their knowledge of mechanics, shop mathematics, metal properties, and layout machining procedures. They study specifications, such as blueprints, sketches, or descriptions of parts to be replaced, and they plan sequences of operations.

EMPLOYMENT TRENDS

Size: 350 medium

Where The Jobs Are:

Projections:

Employer Findings: Many employers in this study project employment for this occupation to grow over the next three years.

EDD Projections: The new job trend rate for Machinists is 5.7%, which is growing slower than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers reported having little difficulty finding inexperienced applicants and some difficulty finding experienced applicants. This indicates that job seekers may experience little or some competition.

Projected Openings: 70
 New: 20
 Due to Separations: 50

Recruitment Methods:

In-House Promotion or Transfer	29%
Employee Referrals	71%
Newspaper Ads	88%
Private Employment Agencies	18%
Employment Development Department	41%
Public school or program referrals	12%
Private school referrals	12%
Union Hall referrals	0%
Hire unsolicited applicants	24%
Other	0%

During the last 12 months, many of the vacancies filled were created by turnover, some were new positions, and a few resulted from promotions or temporary positions.

Male/Female Percentage: Employers reported that 98% of the positions were filled by males.

Promotional Opportunities: Most employers reported that Machinists may be promoted to:

- Lead Positions
- Shop Supervisors/Foremen
- Senior Machinists
- Managers
- Production Controllers

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 10.00	\$ 7.00
Experience/New to Firm	\$ 6.00 - 20.00	\$10.00
3+ Yrs. Experience with Firm	\$10.00 - 25.00	\$18.00
NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 10.00	\$ 7.00
Experience/New to Firm	\$ 6.00 - 15.60	\$11.00
3+ Yrs. Experience with Firm	\$12.50 - 20.00	\$15.50
SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 10.00	\$ 7.00
Experience/New to Firm	\$ 8.00 - 20.00	\$10.00
3+ Yrs. Experience with Firm	\$10.00 - 25.00	\$18.00

Wage Notes: Union wages were reported by 6% of the employers. Union wages were at the low end of all wage ranges.

Employer Profile: 17 employers supplied the data for this occupation, 8 from North County and 9 from South County, representing a total of 197 positions. Of the positions reported, 90% were full-time and 10% were part-time. A few employers reported full-time hours exceed 40 per week and may be as high as 48.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	88%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	65%	0%				
Vision	29%	0%				
Life	71%	0%				
Other	0%	0%				
Sick Leave	65%	0%	F/T	P/T	F/T	P/T
Vacation	88%	0%				
Retirement	47%	0%				
Child Care	0%	0%				

Other Benefits: Another benefit reported was a 401(K) plan.

EMPLOYER REQUIREMENTS

Education: Employers report that almost all recent hires have completed high school or the equivalent and a few have completed college course work (but not necessarily a degree). A Machining Certificate may be required by some employers

Experience/Training: Almost all responding employers require 3-36 months of work-related experience, primarily in machining, but most will substitute training for experience.

Most Important Skills:

CAD/computer skills

Mathematics - algebra, trigonometry

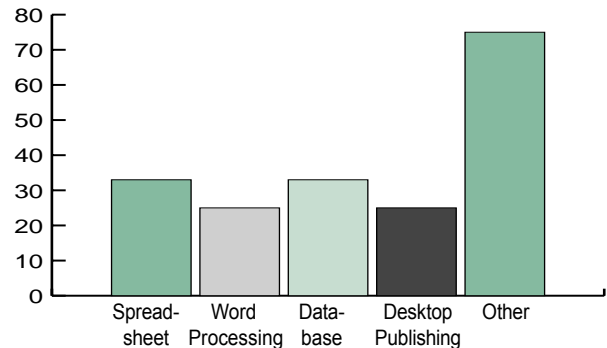
Read and follow directions

Work independently

Basic shop math skills

Ability to use hand tools

Computer Skills: Most employers report that Machinists do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs:
Machine Technology
Maintenance Machining
Production Machining



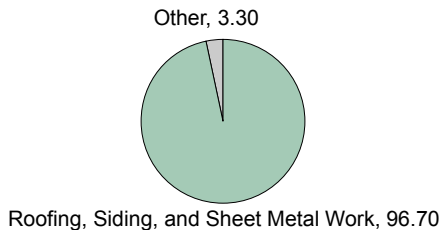
OES Code: 878080

Roofers perform duties concerned with covering roofs of structures with slate, asphalt, aluminum, wood, and related materials using brushes, knives, punches, hammers, and other tools. They may spray roofs, sidings, and walls with material to bind, seal, insulate, or soundproof sections of structures.

EMPLOYMENT TRENDS

Size: 150 - 180 small

Where The Jobs Are:



Projected Openings: 50
 New: 30
 Due to Separations: 20

Recruitment Methods:

In-House Promotion or Transfer	31%
Employee Referrals	100%
Newspaper Ads	15%
Private Employment Agencies	0%
Employment Development Department	0%
School, program referrals	0%
Union Hall referrals	0%
Walk-in Applicants	85%
Trade Journals	0%
Internet	0%
Colleges/Universities	0%
Other	23%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Roofers is 20.0%, which is growing much faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

During the last 12 months, many of the vacancies filled were created by turnover, some were new positions and a few were temporary positions or resulted from promotions.

Male/Female Percentage: Employers reported that 99% of the positions were filled by males.

Promotional Opportunities: Almost all employers reported that Roofers may be promoted to:

- Foremen
- Supervisors
- Estimators
- Journeymen Roofers

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 8.00	\$ 7.00
Experience/New to Firm	\$ 7.50 - 14.00	\$12.00
3+ Yrs. Experience with Firm	\$10.00 - 17.00	\$13.00

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ N/A	\$ N/A
3+ Yrs. Experience with Firm	\$12.00 - 16.00	\$13.06

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ N/A	\$ N/A
3+ Yrs. Experience with Firm	\$10.00 - 17.00	\$13.00

Wage Notes: All wages reported were non-union.

Employer Profile: 13 employers supplied the data for this occupation, 6 from North County and 7 from South County, representing a total of 157 positions. Of the positions reported, 75% were full-time, 24% were part-time and 1% were temporary or on-call.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	15%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	15%	0%				
Vision	8%	0%				
Life	8%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	0%	0%				
Vacation	15%	0%				
Retirement	0%	8%				
Child Care	0%	0%				

Other Benefits: No other benefits were mentioned.

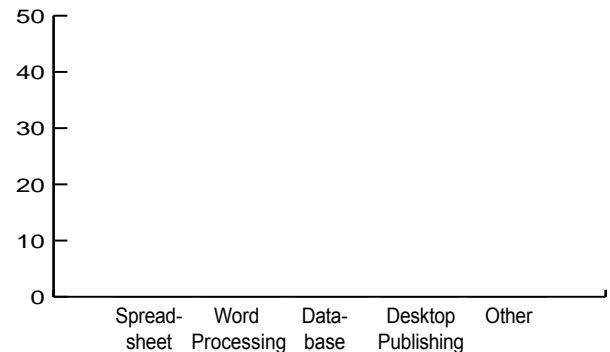
EMPLOYER REQUIREMENTS

Education: Most employers do not require recent hires to have a high school diploma and some require a high school diploma or the equivalent. .

Experience/Training: Many responding employers require 3-36 months of work-related experience, primarily in any labor occupation, but most will substitute training for experience.

Most Important Skills:
 Read and follow instructions
 Work independently
 Good oral communication skills
 Install roofing materials
 Knowledge of installation techniques
 Fasten shingles or sheets to roof

Computer Skills: All employers report that Roofers do not use computers.



TRAINING PROVIDERS

Roofers #36, Downey, CA
 Programs: Roofer



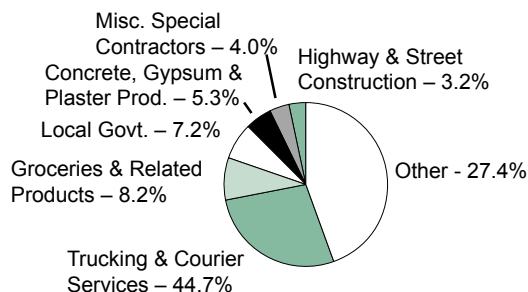
OES Code: 971020

Heavy or Tractor Trailer Truck Drivers drive tractor-trailer combinations or trucks with a capacity of more than three tons to transport and deliver goods, livestock, or materials in liquid, loose or packaged form. They may be required to unload trucks.

EMPLOYMENT TRENDS

Size: 630 - 680 large

Where The Jobs Are:



Projected Openings: 110
 New: 50
 Due to Separations: 60

Recruitment Methods:

Employee Referrals	80%
Walk-in Applicants	67%
Newspaper Ads	60%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.
EDD Projections: The new job trend rate for Truck Drivers-Heavy is 7.9%, which is growing slower than the average growth rate of 9.3% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

During the last 12 months, some of the vacancies filled resulted from promotions, were temporary or new positions, and a few were created by turnover.

Male/Female Percentage: Employers reported that 92% of the positions were filled by males.

Promotional Opportunities: Most employers reported that Truck Drivers-Heavy may be promoted to:

- Dispatcher
- Management
- Supervisor
- Warehouse/Sales
- Foreman

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages
 Schools & Colleges

Discourages
 Housing Regulations

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 13.00	\$ 8.30
Experience/New to Firm	\$ 7.00 - 15.00	\$11.00
3+ Yrs. Experience with Firm	\$10.00 - 16.25	\$13.00

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 11.00	\$ 8.30
Experience/New to Firm	\$ 7.00 - 15.00	\$11.00
3+ Yrs. Experience with Firm	\$10.00 - 15.00	\$12.50

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$10.00 - 14.50	\$11.37
3+ Yrs. Experience with Firm	\$12.00 - 16.25	\$14.32

Wage Notes: Union wages were reported for 33% of the employees. Union employers generally pay at the top end of all wage ranges.

Employer Profile: 15 employers supplied the data for this occupation, 11 from North County and 4 from South County, representing a total of 138 positions. Of the positions reported, 94% were full-time, 4% were part-time, and 2% were temporary or on-call. Many employers reported full-time hours exceed 40 and may be as high as 70.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	40%	0%	40%	0%	0%	0%
Dental	33%	0%	27%	0%	0%	0%
Vision	13%	0%	27%	0%	0%	0%
Life	27%	0%	20%	0%	0%	0%
Other	7%	0%	0%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	40%	0%	0%	0%	7%	0%
Vacation	60%	0%	0%	0%	0%	0%
Retirement	13%	0%	20%	0%	7%	0%
Child Care	0%	0%	0%	0%	0%	0%

Other Benefits: Other employer-specified benefits include paid holidays.

EMPLOYER REQUIREMENTS

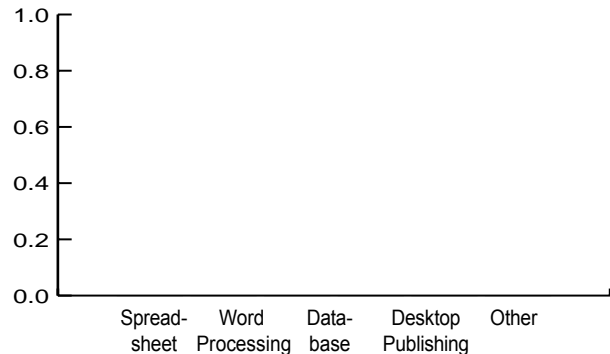
Education: Most employers require recent hires to have a high school diploma or the equivalent.

Experience/Training: Most responding employers require an average of 17 months of work-related experience, primarily in truck driving, but some will substitute training for experience.

Most Important to Least Important Skills:

- Adhere to safety procedures
- Keep records and maintain files
- Adjust driving time to workload levels
- Apply loading and unloading procedures
- Apply geographic knowledge
- Prepare reports

Computer Skills: All employers report that Truck Drivers-Heavy do not use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Truck, Bus and other Commerical Vehicle Operator

Lompoc Unified Adult School, Lompoc

Programs: Truck, Bus and other Commerical Vehicle Operator

Truck Driving Institute

Programs: Truck, Bus and other Commerical Vehicle Operator



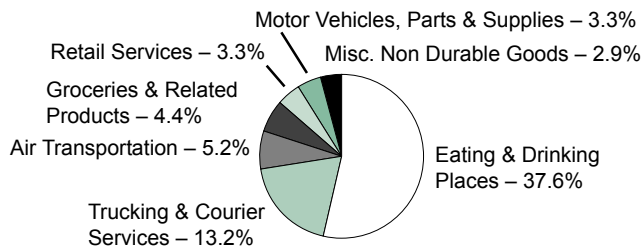
OES Code: 971050

Light Truck Drivers, including Delivery and Route Workers, drive vehicles with a capacity under 3 tons. They deliver or pick up merchandise and may unload and load trucks. Please do not include workers whose duties include sales.

EMPLOYMENT TRENDS

Size: 1,730 - 1,940 very large

Where The Jobs Are:



Projected Openings: 380
 New: 210
 Due to Separations: 170

Recruitment Methods:

Employee Referrals	94%
Newspaper Ads	75%
Walk-in Applicants	56%

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Truck Drivers-Light is 12.1%, which is growing faster than the average growth rate of 9.3% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced applicants and moderately difficult to find inexperienced applicants. Employer demand is somewhat to considerably greater than supply. Applicants may encounter little or no competition in their job search.

During the last 12 months, many of the vacancies filled resulted from promotions or were created by turnover, and a few were new positions or temporary positions.

Male/Female Percentage: Employers reported that 95% of the positions were filled by males.

Promotional Opportunities: Many employers reported that Truck Drivers-Light may be promoted to:

- Driver Supervisor
- Shipping/Receiving
- Senior Driver
- Route Coordinator
- Lead Worker

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Discourages

Housing Regulations
 Sites for location and expansion
 Local Economic Development Agencies

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 10.65	\$ 7.00
Experience/New to Firm	\$ 5.75 - 12.66	\$ 8.40
3+ Yrs. Experience with Firm	\$ 6.11 - 16.25	\$10.00
NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 10.65	\$ 6.00
Experience/New to Firm	\$ 5.75 - 12.66	\$ 8.80
3+ Yrs. Experience with Firm	\$ 6.11 - 14.50	\$12.80
SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 10.65	\$ 7.00
Experience/New to Firm	\$ 8.00 - 12.66	\$ 8.00
3+ Yrs. Experience with Firm	\$ 9.00 - 16.25	\$ 9.00

Wage Notes: Union wages were reported by 13% of the employers. Union employers generally pay at the top end of all wages ranges.

Employer Profile: 16 employers supplied the data for this occupation, 9 from North County and 7 from South County, representing a total of 174 positions. Of the positions reported, 94% were full-time, 4% were part-time, and 2% were temporary or on-call. Some employers reported full-time hours exceed 40 and may be as high as 50.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	25%	0%	44%	0%	6%	6%
Dental	19%	0%	38%	0%	6%	6%
Vision	19%	0%	31%	0%	6%	6%
Life	38%	0%	19%	0%	6%	6%
Other	0%	0%	0%	0%	0%	0%

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	56%	6%	6%	0%	6%	6%
Vacation	75%	6%	0%	0%	6%	0%
Retirement	6%	0%	44%	0%	19%	6%
Child Care	0%	0%	6%	0%	6%	6%

Other Benefits: No other benefits were reported.

EMPLOYER REQUIREMENTS

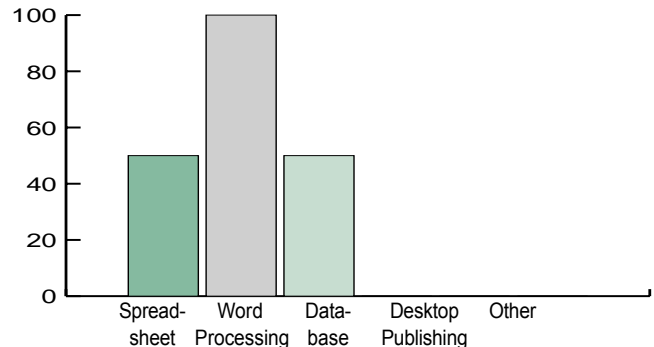
Education: Most employers require recent hires to have a high school diploma or the equivalent.

Experience/Training: Some responding employers require an average of 11 months of work-related experience, primarily in truck driving, but some will substitute training for experience.

Most Important to Least Important Skills:

- Adhere to safety procedures
- Keep records
- Adjust driving time to workload levels
- Follow written and verbal geographic directions
- Apply sales/marketing techniques to transportation services
- Prepare reports

Computer Skills: A few employers report that Truck Drivers-Light do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Truck, Bus and other Commerical Vehicle Operator

Lompoc Unified Adult School, Lompoc

Programs: Truck, Bus and other Commerical Vehicle Operator

Truck Driving Institute

Programs: Truck, Bus and other Commerical Vehicle Operator



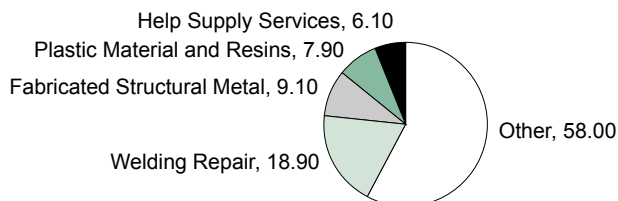
OES Code: 939140

Welders and Cutters use flamecutting, hand, arc, and gas welding equipment, and gas torches, to weld together metal components of such products as pipelines, automobiles, boilers, and ships, or join together components of fabricated sheet metal assemblies, or cut, trim, or scarf metal objects to dimensions as specified by layout, work orders, or blueprints.

EMPLOYMENT TRENDS

Size: 140 - 160 small

Where The Jobs Are:



Projected Openings: 50
 New: 20
 Due to Separations: 30

Recruitment Methods:

In-House Promotion or Transfer	0%
Employee Referrals	56%
Newspaper Ads	67%
Private Employment Agencies	17%
Employment Development Department	17%
School, program referrals	0%
Union Hall referrals	6%
Walk-in Applicants	67%
Trade Journals	0%
Internet	6%
Colleges/Universities	6%
Other	11%

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Welders and Cutters is 14.3%, which is growing faster than the average growth rate of 11.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

During the last 12 months, some of the vacancies filled were created by turnover, new positions or temporary positions.

Male/Female Percentage: Employers reported that 92% of the positions were filled by males.

Promotional Opportunities: Many employers reported that Welders and Cutters may be promoted to:

- Foremen
- Machinists
- Managers

JOB CREATION/RETENTION FACTORS

Responding employers reported the following local conditions either encouraged or discouraged job creation and retention in Santa Barbara County.

Encourages

Data was not collected in 1998 and 1999.

Discourages

WAGES AND BENEFITS

SANTABARBARACOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 8.00	\$ 7.50
Experience/New to Firm	\$ 8.00 - 15.00	\$10.00
3+ Yrs. Experience with Firm	\$10.00 - 25.00	\$15.50

NORTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 8.00 - 14.00	\$10.00
3+ Yrs. Experience with Firm	\$10.00 - 25.00	\$13.50

SOUTHCOUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ N/A	\$ N/A
Experience/New to Firm	\$ 9.00 - 15.00	\$11.00
3+ Yrs. Experience with Firm	\$15.00 - 25.00	\$17.00

Wage Notes: Union wages were reported by 11% of the employers. Union employers generally pay at the top end of all wage ranges.

Employer Profile: 18 employers supplied the data for this occupation, 10 from North County and 8 from South County, representing a total of 88 positions. Of the positions reported, 100% were full-time.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	44%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998 and 1999.			
Dental	28%	0%				
Vision	17%	0%				
Life	11%	0%				
Other	0%	0%				

	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	33%	0%				
Vacation	61%	0%				
Retirement	22%	0%				
Child Care	0%	0%				

Other Benefits: No other benefits were mentioned.

EMPLOYER REQUIREMENTS

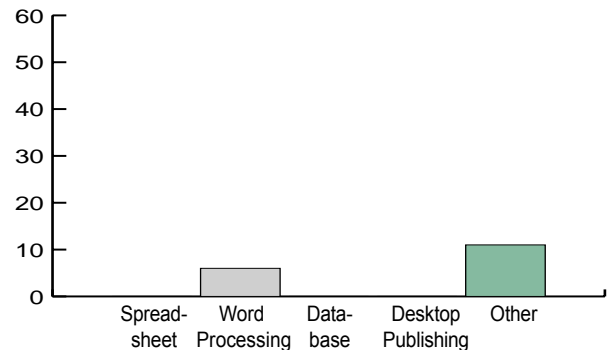
Education: Many employers require recent hires to have a high school diploma or the equivalent and many do not require a high school diploma.

Experience/Training: Almost all responding employers require 6-36 months of work-related experience, primarily in anything mechanical, but many will substitute training for experience.

Most Important Skills:

Read blueprints
Mechanical skills
Good hand-eye coordination
Read and follow instructions
Ability to weld in all positions
Knowledge of tools and machines

Computer Skills: A few employers report that Welders and Cutters do use computers.



TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Welder/Welding Technology

APPENDIX A

STATEMENT OF PROGRAM METHOD

The following describes the process followed to complete this study, and the respective roles of the WRC and the EDD/LMID:

I. OCCUPATIONAL SELECTION

Representatives from the private and public sectors, educational institutions and vocational counselors were invited to dissemination meetings. In 2000, the dissemination meeting was held on March 21, in Santa Barbara and March 22, in Santa Maria. In 1998, those meetings were held January 28, in Santa Barbara and January 29 in Santa Maria. Participants were introduced to the CCOIS Program by WRC and EDD/LMID staff. A brief summary of the Occupational Outlook Report was presented and attendees were asked to help select the new occupations for study in the following year. The primary objective was to select occupations which were of the most interest to the potential users of this publication. Certain limitations were applied to facilitate research in this first year of the program. As a result, selection tended to focus on the larger, commonly known occupations, rather than small, highly specialized ones.

Participants in the community occupation selection meeting were provided the following criteria to assist with their selections:

- The occupation has a substantial employment base in the county.
- There is a substantial number of projected job openings in the county.
- Most of the occupations require training of two years or less for entry.

Some of the selected occupations failed to meet the above-listed criteria, but were selected based on community interest.

EDD/LMID reviewed and approved the final list of occupations for study, and verified the correct definition for each occupation.

II. TITLE AND DEFINITION OF THE OCCUPATION

The definition of each occupation are as found in the Occupational Employment Statistics (OES) Dictionary published by the U.S. Department of Labor. These

definitions define the activities and function of the worker. OES definitions are broad to capture a wide range of specialties within an occupation, but clear enough for use in research. The OES definitions are used by LMID to produce projection for employment (occupational estimates of size, growth and separation).

III. RESEARCH METHODS

The EDD/LMID 1999 Updates, Projections and Planning Information for Santa Barbara County, Occupational Employment Projections Table 6 is the main source of data which the Workforce Resource Center used to estimate increases in job opportunities, one of the selection criteria discussed previously.

LMID's other major responsibilities included questionnaire design (Appendix B, "Sample Questionnaires"), generation of a representative employer sample for each occupation, and the computerized tabulation of results using software developed specifically for the project. LMID also provided training, oversight and consultative support.

The Santa Barbara County Workforce Resource Center planned the timelines for the study, and in addition to selection of the study occupations, engaged in the actual work of administering the survey (with mail-out questionnaire and telephone follow-up). The Workforce Resource Center also provided data entry for subsequent tabulation, and final written analysis and information dissemination.

Relevant sections of this report provide an overview of the criteria used in selecting occupations and procedures used in undertaking the study. The following is a more detailed description of the research methodology used.

Employer Survey Sample Selection

Because employers from a variety of different industries may hire persons in any given occupation, every attempt has been made to draw an employer sample representative of the industries employing workers in each study occupation.

Industries are classified by the Standard Industrial Classification Manual. An industry is a title for a group of firms that produce similar goods and services. An industry title represents the economic activity in which a firm is engaged.

LMID staff, using detailed data bases on employers

APPENDIX A

and occupational staffing within industries, chose a representative sample of employers for each study occupation. For example, registered nurses work in general medical and surgical hospitals, but they may also work in physician's offices and skilled nursing facilities, and the Sample for this occupation was drawn accordingly. The employer samples drawn were carefully reviewed by the program coordinator who added and deleted employers as appropriate, to obtain balanced samples of forty employers for most occupations.

IV. QUESTIONNAIRE DEVELOPMENT

Separate employer questionnaires were developed for each of the occupations in the study. LMID developed a two page standardized questionnaire. Additional occupation-specific questions were developed locally by Workforce Resource Center staff in an effort to collect data that would enhance this report. Of the information collected, the skills and software information was the most measurable in terms of providing job seekers with additional useful information about each occupation.

V. SURVEY PROCEDURE

A sample of at least 40 employers when possible per occupation is provided by LMID. The sample is reviewed and the program coordinator added and deleted employers as needed. The program coordinator then attempted to obtain correct phone numbers and addresses for each employer in the sample for each occupation. City telephone directories for each of the calling areas in Santa Barbara County were used for this purpose. Once this process was complete, questionnaires were mailed at the rate of three to five occupations per week in order to allow for timely follow-up by telephone.

Returned questionnaires were checked by the program coordinator for completeness and accuracy. Employers returning incomplete or potentially inaccurate questionnaires were contacted by phone to clarify information prior to data entry.

When possible, using a final list of 40 employers a forty percent rate of return of complete and accurate questionnaires was set as an employer "response goal". If a sufficient number of responses could not be obtained in a reasonable time, additional employers were added to

the list based on knowledge of local firms using information provided by LMID and other sources such as Yellow Pages, and the Chamber of Commerce.

VI. TABULATION AND RESULTS

Survey responses were entered into a data base and complete tabulations were prepared by the program coordinator who reviewed and analyzed the tabulations. Summaries were prepared for each occupation based upon the study results. Each occupational summary provides information on training and hiring requirements, size of the occupation, employment trends, supply/demand assessments, wages and fringe benefits, and other information. Information for specific employers is confidential, with only aggregate results being published.

VII. DISSEMINATION

The Workforce Resource Center will hold meetings during the first quarter of 2001 to disseminate this report and select new occupations to study in 2001. The Workforce Resource Center will invite representatives from the many user groups of labor market information to this meeting.

Copies of the report will be distributed to various organizations such as schools, economic development organizations, libraries, and other CCOIS participants in the state per contract requirements.

Occupational Surveys

This report provides information for 64 occupations. There were 25 occupations surveyed in 1999 and 20 occupations surveyed in 1998 and 2000. For 2000, there were 313 employers that provided complete and acceptable questionnaires representing a total of 4,564 positions in the 20 occupations surveyed. The actual number of employers contacted was several hundred greater than the final total. In order to be usable, each survey must meet the stringent employer size, industry stratification and other CCOIS program response goals. For one of the occupations surveyed in 1999, Biological, Agricultural and Food Technicians and Technologists - 245020, the findings were not reported due to a shortage of acceptable employer responses.

Employment Trends

The majority of employers for the following occupations surveyed projected employment in each occupation to grow during the two-year (1999 and 2000) to three-year (1998) period following the survey.

2000

Carpenters
Computer Programmers, Including Aides
Cost Estimators
Registered Nurses

1999

Construction Managers
Home Health Aides
Internet Web Site Designers/Developers (Webmasters)

1998

Assemblers-Electrical & Electronic Equipment
Precision
Data Entry Keyers - Except Composing
Heating, Air Conditioning and Refrigeration Mechanics
and Installers
Industrial Truck and Tractor Operators
Loan and Credit Clerks
Machinists
Vocational and Educational Counselors

For the following occupations surveyed, employers were evenly divided regarding the employment outlook over the next two years between stability and growth.

2000 - None

1999 - None

1998

Electrical and Electronic Engineering Technicians and Technologists
Secretaries, Legal
Stock Clerks - Stockroom, Warehouse, Storage Yard

Employers expect the remaining occupations to remain stable.

Non-traditional Jobs

Employers reported 21 occupations containing less than 25% women. The following occupations are non-traditional jobs for women:

2000

Carpenters
Farm Workers-Farm and Ranch Animals
General Managers and Top Executives
Storage and Distribution Managers
Truck Drivers Light - Include Delivery and Route Workers
Truck Drivers - Heavy or Tractor Trailer
Wine Fermenters

1999

Construction Managers
Drywall Installers
Farm Equipment Mechanics
Farmworkers, Food and Fiber Crops
Internet Web Site Designers/Developers (Webmasters)
Lab Technicians-Winery
Roofers
Welders and Cutters

1998

Driver/Sales Workers
Electrical and Electronic Engineering Technicians - Techs.
Electricians
Heating, Air Conditioning, and Refrigeration Mechanics - Inst.
Industrial Truck and Tractor Operators
Laborers, Landscaping and Groundskeeping
Machinists

Employers reported 18 occupations containing less than 25% men. The following occupations are non-traditional jobs for men:

2000

Administrative Assistants
Dental Assistants
General Office Clerks
Payroll and Timekeeping Clerks
Registered Nurses
Tellers

1999

Animal Health Technicians
Home Health Aides
Instructional Aides
Insurance Policy Processing Clerks
Medical Assistants
Secretaries, Except Legal and Medical
Teachers, Preschool

1998

Administrative Services Managers
Child Care Workers
Loan and Credit Clerks
Secretaries, Legal
Veterinary Assistants

Occupational Title	Entry Level/ No Experience	Experience/ New to Firm	3+ Yrs. Exp. with Firm
2000 Occupations			
Administrative Assistants	\$ 8.00 to 14.84	\$ 8.00 to 19.18	\$ 8.50 to 21.58
Carpenters	\$ 8.00 to 8.00	\$ 8.00 to 20.00	\$18.00 to 28.77
Computer Programmers, Including Aides	\$ 6.50 to 11.51	\$ 7.00 to 30.00	\$15.00 to 40.00
Cooks	\$ 5.75 to 8.00	\$ 5.75 to 10.00	\$ 7.50 to 12.00
Cost Estimators	\$ 7.00 to 14.38	\$10.00 to 20.00	\$13.00 to 26.00
Dental Assistants	\$ 5.75 to 13.00	\$ 7.00 to 16.00	\$10.00 to 20.00
Farmworkers, Farm and Ranch Animals	\$ 5.75 to 5.75	\$ 5.75 to 8.63	\$ 6.90 to 17.26
General Managers and Top Executives	\$ 9.59 to 9.59	\$ 9.09 to 47.95	\$14.38 to 57.53
General Office Clerks	\$ 5.75 to 10.00	\$ 5.75 to 12.49	\$ 5.75 to 18.00
Graders and Sorters - Agricultural Products	\$ 5.75 to 7.00	\$ 5.75 to 7.00	\$ 6.00 to 8.28
Nursery and Greenhouse Managers	\$ 5.75 to 7.67	\$ 5.75 to 19.61	\$ 6.75 to 28.77
Payroll and Timekeeping Clerks	\$ 6.00 to 11.42	\$ 5.75 to 16.00	\$ 7.00 to 19.00
Purchasing Managers	\$ 8.00 to 24.69	\$10.00 to 31.47	\$10.50 to 39.31
Registered Nurses	\$17.50 to 22.00	\$13.00 to 25.00	\$16.00 to 30.00
Storage and Distribution Managers	\$ 6.50 to 9.11	\$ 7.00 to 22.30	\$10.00 to 24.93
Tellers	\$ 7.00 to 9.05	\$ 7.93 to 12.00	\$ 8.72 to 15.00
Truck Drivers-Light Include Delivery/Route	\$ 5.75 to 10.65	\$ 5.75 to 12.66	\$ 6.11 to 16.25
Truck Drivers-Heavy or Tractor Trailer	\$ 7.00 to 13.00	\$ 7.00 to 15.00	\$10.00 to 16.25
Wholesale and Retail Buyers - Except Farm Products	\$ 6.00 to 11.51	\$ 7.00 to 16.78	\$ 8.00 to 19.18
Wine Fermenters	\$ 6.00 to 9.01	\$ 7.00 to 13.00	\$ 9.25 to 21.00
1999 Occupations			
Animal Health Technicians	\$ 5.75 to 8.50	\$ 7.00 to 10.00	\$ 8.50 to 13.00
Computer Graphics Specialists	\$ 9.00 to 9.00	\$ 6.00 to 28.77	\$ 6.00 to 30.00
Construction Managers	\$ 9.50 to 15.00	\$ 9.59 to 27.95	\$17.26 to 31.16
Drywall Installers	\$ 8.00 to 8.00	\$10.00 to 16.78	\$12.00 to 24.75
Farm Equipment Mechanics	\$ 6.00 to 7.00	\$ 8.00 to 12.50	\$10.00 to 15.00
Farmworkers, Food and Fiber Crops	\$ 5.75 to 7.00	\$ 5.75 to 7.25	\$ 6.00 to 8.50
Financial Managers	\$ 6.00 to 21.58	\$ 6.00 to 38.36	\$ 6.00 to 45.55
Handpackers and Packagers	\$ 5.75 to 8.00	\$ 5.75 to 10.00	\$ 5.75 to 11.51
Home Health Aides	\$ 7.36 to 10.71	\$ 7.52 to 12.00	\$ 7.70 to 15.00
Industrial Production Managers	\$10.00 to 15.34	\$10.00 to 31.96	\$12.00 to 34.52
Instructional Aides	\$ 5.75 to 9.91	\$ 6.25 to 11.25	\$ 6.25 to 12.25
Insurance Policy Processing Clerks	\$ 6.25 to 15.55	\$ 7.50 to 19.70	\$ 8.00 to 25.00
Internet Web Site Designers/Developers (Webmasters)	\$ 7.00 to 7.00	\$ 8.00 to 25.00	\$15.82 to 35.00
Janitors and Cleaners – Except Maids and Housekeeping Cleaners	\$ 5.75 to 12.23	\$ 5.75 to 12.23	\$ 6.00 to 13.10
Lab Technicians – Winery	\$ 8.00 to 8.00	\$ 8.00 to 17.26	\$11.51 to 14.00
Medical Assistants	\$ 7.00 to 10.00	\$ 7.00 to 11.00	\$ 7.50 to 13.77
Physicians' Assistants	\$18.00 to 24.44	\$20.00 to 30.00	\$21.45 to 35.00
Receptionists and Information Clerks	\$ 6.00 to 10.50	\$ 6.50 to 12.11	\$ 7.00 to 14.00
Roofers	\$ 5.75 to 8.00	\$ 7.50 to 14.00	\$10.00 to 17.00
Secretaries, Except Legal and Medical	\$ 5.75 to 8.00	\$ 6.00 to 16.25	\$ 7.50 to 18.52
Systems Analysts – Electronic Data Processing	\$18.00 to 18.00	\$19.39 to 33.56	\$23.32 to 40.75
Teachers, Preschool	\$ 6.00 to 17.00	\$ 6.05 to 14.77	\$ 7.00 to 15.54
Waiters and Waitresses	\$ 5.75 to 5.75	\$ 5.75 to 6.75	\$ 5.75 to 7.75
Welders and Cutters	\$ 7.00 to 8.00	\$ 8.00 to 15.00	\$10.00 to 25.00

WAGESUMMARY

Occupational Title	Entry Level/ No Experience	Experience/ New to Firm	3+ Yrs. Exp. with Firm
1998 Occupations			
Accountants and Auditors	\$ 5.75 to 24.35	\$ 7.00 to 26.47	\$ 9.50 to 32.22
Administrative Service Managers	\$ 6.25 to 37.38	\$ 7.00 to 37.38	\$ 9.00 to 41.39
Agricultural Sales Workers	\$ 5.75 to 14.38	\$ 5.75 to 23.01	\$ 7.00 to 30.69
Assemblers - Electrical & Electronic Equipment - Precision	\$ 6.00 to 12.00	\$ 6.50 to 14.00	\$ 7.00 to 20.00
Child Care Workers	\$ 5.75 to 11.00	\$ 5.75 to 12.00	\$ 6.50 to 15.00
Data Entry Keyers, except Composing	\$ 5.75 to 8.31	\$ 7.00 to 11.51	\$ 7.00 to 15.00
Driver/Sales Workers	\$ 5.75 to 13.75	\$ 5.75 to 15.00	\$ 6.00 to 20.00
Electrical and Electronic Engineering Technicians and Technologists	\$ 6.00 to 19.12	\$ 6.00 to 22.00	\$ 8.00 to 35.00
Electricians	\$ 6.00 to 12.00	\$ 8.00 to 23.97	\$10.00 to 23.97
Food Preparation Workers	\$ 5.75 to 8.99	\$ 5.75 to 10.00	\$ 5.75 to 15.00
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$ 7.00 to 14.38	\$ 8.00 to 20.50	\$10.00 to 25.00
Industrial Truck and Tractor Operators	\$ 5.75 to 11.50	\$ 6.75 to 12.00	\$ 6.75 to 16.00
Laborers, Landscaping and Groundskeeping	\$ 5.75 to 11.03	\$ 5.75 to 11.99	\$ 6.50 to 17.43
Loan and Credit Clerks	\$ 6.77 to 11.99	\$ 7.00 to 14.38	\$ 8.00 to 19.18
Machinists	\$ 5.75 to 10.00	\$ 6.00 to 20.00	\$10.00 to 25.00
Personnel, Training and Labor Relations Specialists	\$ 5.75 to 17.26	\$ 5.75 to 22.97	\$ 6.25 to 28.77
Secretaries, Legal	\$ 6.00 to 16.00	\$ 6.50 to 19.18	\$ 9.78 to 30.00
Stock Clerks - Stockroom, Warehouse, Storage Yard	\$ 5.75 to 10.00	\$ 5.75 to 12.88	\$ 6.75 to 16.03
Veterinary Assistants	\$ 5.75 to 10.00	\$ 6.00 to 16.78	\$ 8.00 to 16.78
Vocational and Educational Counselors	\$ 5.75 to 10.94	\$ 5.75 to 16.77	\$ 5.75 to 32.32

Allan Hancock College
800 South College Drive
Santa Maria, CA 93454
Phone: (805) 922-6966
Fax: (805) 928-7905

Antioch University, Santa Barbara
801 Garden Street
Santa Barbara, CA 93101
Phone: (805) 962-8179
Fax: (805) 962-4786

Atlas Computer Schools
325 E. Betteravia Road, Suite B-6A
Santa Maria, CA 93454
Phone: (805) 596-0565
Fax: (805) 596-0564

Brooks Institute of Photography
801 Alston Road
Santa Barbara, CA 93108
Phone: (805) 966-3888
Fax: (805) 565-1386

Center for Employment Training
509 West Morrison
Santa Maria, CA 93454
Phone: (805) 928-1737
Fax: (805) 928-1203

Central Coast Automotive Institute
309-A North Russell Street
Santa Maria, CA 93454
Phone: (805) 925-8095
Fax: (805) 925-8269

Central Coast Travel Academy
5652 Calle Real Road
Goleta, CA 93117
Phone: (805) 683-7611
Fax: (805) 683-8778

Chapman University
Building 14004
Vandenberg AFB, CA 93437
Phone: (805) 734-3310
Fax: (805) 734-8825

Chapman University Academic Center
1105 East Foster Road, Suite A
Santa Maria, CA 93455
Phone: (805) 938-3330
Fax: (805) 938-0104

Coastal Valley College
731 South Lincoln Street
Santa Maria, CA 93454
Phone: (805) 925-1478
Fax: (805) 925-4189

Compu CAD
4180 Via Real #F
Carpinteria, CA 93013
Phone: (805) 566-6642
Fax: (805) 566-9969

Computer Careers
1010 South Broadway, Suite H
Santa Maria, CA 93454
Phone: (805) 925-6226
Fax: (805) 925-7680

Computer Support Services
111 North Vine Street
Santa Maria, CA 93454
Phone: (805) 928-2209
Fax: (805) 928-7437

Curtis Publication Inc.
P.O. Box 899
Santa Barbara, CA 93102
Phone: (805) 966-1560

Electrical Workers #413 Training Center
500 East Main Street
Santa Maria, CA 93454
Phone: (805) 348-1200
Fax: (805) 348-1203

The Fielding Institute
2112 Santa Barbara Street
Santa Barbara, CA 93105
Phone: (805) 687-1099
Fax: (805) 687-9793

Gold Coast Education – Santa Barbara
5160 Hollister Avenue
Santa Barbara, CA 93111
Phone: (805) 683-4191
Fax: (805) 928-4078

Gold Coast Education – Santa Maria
135 West Carmen Lane
Santa Maria, CA 93454
Phone: (805) 928-9718
Fax: (805) 928-4078

TRAINING PROVIDERS

H & R Block School
1954 South Broadway
Santa Maria, CA 93454
Phone: (805) 928-2391
Fax: (805) 349-0488

H & R Block School
1013 Casitas Pass Road
Carpinteria, CA 93013
Phone: (805) 684-2912

Hypnosis Training Institute
4757 Carpinteria Avenue
Carpinteria, CA 93013
Phone: (805) 684-8448
Fax: (805) 566-9684

Lompoc Adult School/Lompoc Unified
P.O. Box 597
Lompoc, CA 93438
Phone: (805) 735-9837
Fax: (805) 736-3089

Mark's CPA Review Course
6095 Bristol Parkway
Ventura, CA 90230
Phone: (805) 466-6918
Fax: (805) 338-1236

Operating Engineers #12 Training Center
206 Halcyon
Arroyo Grande, CA 93420
Phone: (805) 489-1533

Pacifica Graduate Institute
249 Lambert Road
Carpinteria, CA 93013
Phone: (805) 969-3626
Fax: (805) 565-1932

Professional Skills Institute
4213 State Street, Suite 302
Santa Barbara, CA 93110
Phone: (805) 683-1902
Fax: (805) 683-6372

Rodriguez Custom Upholstery
750-B Guadalupe Street
Guadalupe, CA 93434
Phone: (805) 343-2613

Roofers #36 Training Center
9901 Paramount #211
Downey, CA 90240
Phone: (562) 927-2544
Fax: (562) 928-9203

Santa Barbara Body Therapy Institute
835 North Milpas Street, 2nd Floor
Santa Barbara, CA 93103
Phone: (805) 966-5802
Fax: (805) 568-0032

Santa Barbara Business College
5266 Hollister Avenue
Santa Barbara, CA 93111
Phone: (805) 967-9677
Fax: (805) 967-4248

Santa Barbara Business College, Santa Maria
303 East Plaza Drive
Santa Maria, CA 93454
Phone: (805) 922-8256
Fax: (805) 346-1857

Santa Barbara City College
721 Cliff Drive
Santa Barbara, CA 93109
Phone: (805) 965-581
Fax: (805) 963-7222

Santa Barbara College of Law
20 East Victoria Street
Santa Barbara, CA 93101
Phone: (805) 966-0010
Fax: (805) 966-7181

Santa Barbara College of Oriental Medicine
1919 State Street, Suite 207
Santa Barbara, CA 93101
Phone: (805) 898-1180
Fax: (805) 682-1864

Santa Barbara County Regional Occupational Program
(South)
3970 La Colina Lane
Santa Barbara, CA 93110
Phone: (805) 964-4711
Fax: (805) 569-2507

Santa Barbara County Regional Occupational Program
(North)
4893 Bethany Lane
Santa Maria, CA 93455
Phone: (805) 937-8427
Fax: (805) 937-7489

Santa Barbara School of Massage and Healing
1018 Garden Street, Suite 104
Santa Barbara, CA 93101
Phone: (805) 962-4748

Santa Maria School of Medial Arts
820 West Cook Street
Santa Maria, CA 93454
Phone: (805) 925-8877

School of Intuitive Massage and
1911-D De La Vina Street
Santa Barbara, CA 93101
Phone: (805) 687-2917
Fax: (805) 563-927
Southern California Institute of Law
1525 State Street
Santa Barbara, CA 93101
Phone: (805) 963-4654
Fax: (805) 644-2367

Stanley H Kaplan Educational Center
6464 Hollister, Suite 7
Goleta, CA 93117
Phone: (805) 685-5767
Fax: (805) 685-4350

Tom Buhl Computing
1930 Anacapa Street
Santa Barbara, CA 93101
Phone: (805) 569-1069
Fax: (805) 569-2510

Truck Driving Institute
1211 Peralta
Guadalupe, CA 93434
Phone: (805) 343-0470
Fax: (805) 343-9196

Western Truck School
Allan Hancock College
Building P
800 S. College Ave.
Santa Maria, CA 93454
Phone: (805) 349-7421
Fax: (805) 343-9196

Westmont College
955 La Paz Road
Santa Barbara, CA 93108
Phone: (805) 565-6000
Fax: (805) 565-7201

University of California, Santa Barbara
1210 Cheadle Hall
Santa Barbara, CA 93106
Phone: (805) 893-2881
Fax: (805) 893-2985

University of California Extension, Santa Barbara
6550 Hollister Avenue
Goleta, CA 93117
Phone: (805) 893-4200
Fax: (805) 893-4943

University of La Verne – Vandenberg
Wyoming Avenue, Building 14004, Room A-2
Vandenberg AFB, CA 93437
Phone: (805) 734-1306
Fax: (805) 734-1158

University of Santa Barbara
5266 Hollister Avenue, Suite #117
Santa Barbara, CA 93111
Phone: (805) 569-1024
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